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ABSTRACT

The national statistics reported here were compiled from the responses of 7,300 school systems to the Elementary-Secondary Staff Information Survey, number EEO-5. (This survey is conducted to fulfill the annual reporting responsibility of public elementary and secondary school systems required by the Equal Employment Opportunity Act of 1972--Title VII.) The data in this report have been aggregated into statistical tables and presented in four summaries of public school employment as follows: (1) United States summary, (2) United States summary by student enrollment size (25,000 or more; 10,000-24,999; 2,500-9,999; and 250-2,499), (3) state summaries, and (4) trend analysis for the United States. For the first three of the above summaries, the information is presented using the following four-table formats: (1) employment by race/ethnic group/sex, (2) race/ethnic group employment by sex, (3) participation rates of full-time elementary secondary staff, and (4) occupational distribution of full-time elementary-secondary staff. For the trend analysis, information is presented using the following table formats: (1) total employment and percent change, (2) participation rates, (3) occupational distributions, and (4) change and contribution to change. Instructions for filing reports and the reporting form along with changes in the race/ethnic designations between 1974 and 1975 are appended. (EM)

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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
2401 E Street, N.W.
Washington, D.C. 20506

001388

EMPLOYMENT OPPORTUNITY IN THE SCHOOLS

Job Patterns of Minorities and Women in Public Elementary and Secondary Schools, 1975

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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FOREWORD

Public elementary and secondary school systems provide numerous and varied jobs in virtually every community in the nation. Since the majority of these positions provide leadership and guidance to our nation's young, it is vital that employment in schools be equally open to every segment of our society.

This volume marks the second year the Equal Employment Opportunity Commission has published comprehensive statistics concerning employment patterns in public elementary and secondary school systems. Unfortunately, conclusions drawn from the 1974 survey can once again be stated in 1975. Minorities and women still are employed in greater proportions in lower paying, lower prestige occupations than their white and male counterparts, and most importantly, relatively small numbers of minorities and women have reached the policy-making levels, as administrators or principals, where hiring decisions are made.

We invite scholars, community action groups, employees, union leaders, school administrators and interested private citizens to examine the data in this report and draw their own conclusions as to the reality of equal employment opportunity in our public school systems.

Eleanor Holmes Norton
Chair

ACKNOWLEDGEMENTS

This report was prepared by Winston Robertson, Social Science Research Specialist, assisted by Alicia E. Smith of the clerical staff. Frank A. Haughton, Chief Supervisory Economist, provided the general supervision and Harriett J. Harper, Supervisory Economist, direct guidance. Chung-Kuang Cheng and John Allmaier provided the statistical assistance and Joan Hannan edited the report for publication.

Melvin Humphrey
Director
Research Division

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Appendix A: Elementary and Secondary Staff Information (EEO-5) Instructions for Filing and Report Form

Appendix B: Race/Ethnic Designations, 1974 and 1975, and Abbreviations

TECHNICAL NOTES

Title VII of the Civil Rights Act of 1964, amended by the Equal Employment Opportunity Act of 1972, prohibits discrimination because of race, color, religion, sex or national origin in all employment practices, including hiring, firing, promotion, compensation and other terms, privileges, and conditions of employment. The Equal Employment Opportunity Commission (EEOC) was created to administer the Act and to ensure and promote equal treatment in employment.

With the passage of amendments in 1972, public elementary and secondary school systems became subject to the requirements of Title VII. Consequently, since 1973 school systems have been required, as private employers have been since 1966, to maintain records and file reports concerning the race/ethnic and sex characteristics of their employees.

Section 709(c) of Title VII requires employers to file with EEOC such reports as are appropriate for the enforcement of the Title. The vehicle through which public elementary and secondary school systems fulfill their reporting responsibility is the "Elementary-Secondary Staff Information" (EEO-5) report. Each school district selected to file an EEO-5 report submitted two sets of statistics taken from the payroll period closest to October 1, 1975.

1. School System or School District Report - Provides summary data for all personnel employed by the school system either full-time or part-time, regardless of the location of the person's assignment to a school or other unit of the system. 1/

2. School Report - Each school and each classroom facility if in a separate location from the school operated by the school system must file an EEO-5 school report covering that facility's employment.

1/ Note that all statistics contained in this publication were taken from the School System or School District Report form.

A more detailed explanation of the two types of reports, along with answers to when, where and how to file the Elementary and Secondary Staff Information Report are found in the EEO-5 Instruction Booklet, the best source for information about the survey. Also included in the instruction booklet are definitions of all elementary and secondary school occupations covered by the survey. Copies of the reporting forms and the instruction booklet are included in this report as Appendix A.

The data derived from the EEO-5 reports are used by the Commission in its compliance, research, litigation and educational efforts as well as by other Federal, State and local agencies, nongovernmental organizations and private researchers concerned with equal employment opportunity in our public elementary and secondary school systems.

Survey Coverage and Sample Design

The EEO-5 survey is conducted annually by mail questionnaire for a stratified random sample of school districts with 250 or more students. Employment in such districts corresponds to the employment size cut-off for Title VII coverage.2/

In selecting the sample, all school districts were stratified by enrollment size and location. All school districts in the central city of a Standard Metropolitan Statistical Area (SMSA), as well as those districts with 1,800 or more students were included in the survey. A systematic random sample was taken of the remaining school districts in accordance with enrollment size and the desired percent coverage shown below:

Stratum	Enrollment	Full-Time Employment	Percent Sampled
1	1,800 +	100 +	100
2	900 - 1,799	50 - 90	50
3	450 - 899	25 - 49	25
4	250 - 499	15 - 24	15
5	1 - 249	1 - 14	0

2/ Title VII requires school systems with 15 or more employees to make or keep records necessary for completing and filing the EEO-5 report.

Data for Hawaii and the District of Columbia are not included in this publication due to special reporting procedures for these places.

Reliability of Data

Since the data in this report are sampled, adjustments must be made for non-response and for non-sampled school districts. Thus, data are weighted in order to produce estimates for the universe. Weights are assigned on the bases of stratum size, location and non-response factors.

Because of sampling, the data are subject to variation which may cause them to differ from results that would have been obtained if all school districts with 15 or more full-time employees had been included in the survey. The sampling error estimate indicates that the chances are 95 out of 100 that estimated total full-time employment is within 0.2 percent of the figure which would have been obtained from a complete enumeration. For the nation as a whole, information from certainty districts (those with 100% coverage) comprised a large portion of the total estimate, and tended to reduce the size of the sampling error.

Table A provides the absolute standard errors of selected estimated employment totals, as well as the relative standard errors expressed as a percent of these totals. A confidence interval at the 95 percent significance level may be obtained for an estimated employment total by adding approximately two standard errors to that employment total, thus providing an upper limit, and subtracting approximately two standard errors from the same total for the lower limit.

Table A. Standard Errors of Estimated Totals, EEO-5 Survey, 1975

Estimated Total	Standard Error	
	Absolute	Percent of Estimated Total
100	7	6.9
500	5	3.1
1,000	20	2.2
5,000	50	1.0
10,000	80	.8
25,000	140	.6
50,000	230	.5
100,000	400	.4
200,000	750	.4
500,000	1,400	.3

Note: Percentages are based upon unrounded absolute values.

The reliability of an estimated percentage is computed by using sample data for both the numerator and denominator of that percentage. Thus, the reliability depends upon both the size of the percentage and the size of the employment total upon which the percentage is based. Table B contains the standard error of various percentages according to their bases.

Table B. Standard Errors of Estimated Percentages, EEO-5 Survey, 1975

Base or Estimated Total	Estimated Percentages				
	2 or 98	5 or 95	10 or 90	25 or 75	50
100	1.0	1.5	2.1	3.0	3.6
500	.4	.7	.9	1.3	1.5
1,000	.3	.5	.6	.9	1.1
5,000	.2	.2	.3	.4	.5
10,000	.1	.1	.2	.3	.4
25,000	.1	.1	.1	.1	.2
50,000	--	.1	.1	.1	.2
100,000	--	--	.1	.1	.1
200,000	--	--	--	.1	.1

Note: A dash indicates a standard error that rounds to zero.

Standard error estimates may be approximated for States by adjusting the national standard errors given in Tables A and B. Table C classifies each State according to its standard error adjustment factor. To compute standard errors for State estimates locate the State in Table C and multiply its adjustment factor by the appropriate standard error in Tables A and B. Tabulations for the States of Louisiana and Maryland, as indicated in the final column of Table C, were based upon a complete enumeration. Thus, the estimates of these States are not subject to sampling error. The standard errors of tabulations for the remaining, unlisted States (i.e., middle column of Table C) are approximately equal to those given in Tables A and B.

Table C. Adjustment Factors for Estimated State Standard Errors, EEO-5 Survey, 1975

State Adjustment Factors				
2.0	1.5	1.0	0.5	Complete Enumeration
Montana	Arkansas	Unlisted States,	Alabama	Louisiana
North Dakota	Idaho	except District	Alaska	Maryland
South Dakota	Iowa	of Columbia and	Delaware	
Vermont	Kansas	Hawaii	Georgia	
	Maine		North Carolina	
	Minnesota		Tennessee	
	Nebraska		Virginia	
	New Hampshire		West Virginia	
	Nevada			
	Oklahoma			
	Wisconsin			
	Wyoming			

EXPLANATORY NOTES

Aproximately 7,300 school systems responded to the EEO-5 survey and their employment statistics were the basis for the national estimates in this report. Employment is identified by sex and separately for mutually exclusive race/ethnic groups (white,* black,* Hispanic, Asian or Pacific Islander and American Indian/ Alaskan Native). These designations represent a slight change from those used in prior survey years. Specific changes in the race/ethnic designations between 1974 and 1975 are shown in Appendix B.

The data in this report have been aggregated into statistical tables and presented in four summaries of public school employment:

* Not of Hispanic origin.

1. United States Summary
2. United States Summary by Enrollment Size

   a. 25,000 or more students
   b. 10,000-24,999 students
   c. 2,500- 9,999 students
   d. 250- 2,499 students

3. State Summaries
4. Trend Analysis for the United States.

For the first three summaries information is presented using the following four table formats.

Table 1. Employment by Race/Ethnic Group/Sex

This format shows the number of full-time staff by total male, total female and race/ethnic group totals for 18 job categories. Part-time employment is also shown for the same sex and race/ethnic group totals, but only for the following employment levels: total part-time, professional/instructional and all others. New hires are shown for the same employee groups as full and part-time, but only for total new hires, professional staff and non-professional staff.

Table 2. Race/Ethnic Group Employment by Sex

This format gives an analysis of the race/ethnic groups in Table 1 by sex. The same employment breakouts used in Table 1 are used here (full-time, part-time, new hires).

Table 3. Participation Rates of Full-time Elementary Secondary Staff

This format shows the percentage of total full-time employees or of full-time employees in a particular job category (participation rates) for each sex/race/ethnic group in 18 job categories.

Table 4. Occupational Distribution of Full-Time Elementary-Secondary Staff

This format shows the percent distribution of all full-time employees or of full-time employees in a particular sex/race/ethnic group, among the 18 job categories in public elementary and secondary school systems.

In the trend analysis certain categories were combined to facilitate the program's design.

1. Assistant Principals includes Teaching and Non-Teaching Assistant Principals.

2. Other Professionals includes Guidance, Psychological, Librarian/Audio Visual Staff, Consultants and other Professional Staff.

3. Total Classroom Teachers includes Elementary, Secondary and Other Classroom Teachers.

For the trend analysis, information is presented using the following tables formats.

Table 5. Total Employment and Percent Change

This format shows employment in elementary and secondary school systems for two separate years (1974 and 1975). It also shows the numerical change and percent change in employment from 1974 to 1975.

Table 6. Participation Rates

This format shows participation rates for each race/ethnic group by sex for 13 job categories in 1974 and 1975.

Table 7. Occupational Distributions

This format shows occupational distributions for each race/ethnic group by sex among 13 job categories in 1974 and 1975.

Table 8. Change and Contribution to Change

This format shows the change in employment from 1974 to 1975 for each race/ethnic group by sex for 13 job categories, and the percent of the total change accounted for by each group.

New Hires

Beginning in 1973, elementary and secondary school systems began reporting data on persons hired as permanent full-time employees between July 1 and

September 30 of the survey year. These new hires data reflect changes in the level of employment (expansion) and turnover.

Participation Rates

A participation rate is defined as the percentage of jobs held by any specified group of employees. It is computed by dividing the number of employees in a specified group or occupation by the total number of employees.

Occupational Distribution

An occupational distribution is the percent distribution of all employees or any specified employee group among the occupational categories. This distribution is computed by dividing the number of persons of a specific group in a particular job category by the total employment for that specific employee group.

Statistical Tables

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

TOTAL U.S.
NO. OF DISTRICTS (SAMPLED) -- 7,248
NO. OF SCHOOLS INCLUDED ---- 69,439

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	3,590,411	1,273,105	2,317,306	3,001,134	589,277	461,486	99,523	15,496	12,772
OFFICIALS/ADMIN/MANAGERS	43,208	36,690	6,518	39,853	3,355	2,349	767	77	162
PRINCIPALS	72,285	63,015	9,270	65,208	7,077	5,784	948	108	237
ASST PRINCIPALS, TEACH	8,586	6,457	2,129	7,343	1,243	1,078	115	18	32
ASST PRINCIPALS, N.T.	30,691	24,528	6,163	25,005	5,686	4,803	658	125	100
ELEMENTARY TEACHERS	1,004,641	168,258	836,383	865,430	139,211	113,848	17,244	5,646	2,473
SECONDARY TEACHERS	902,103	488,401	413,702	808,159	93,944	74,769	13,692	3,345	2,138
OTHER TEACHERS	40,657	39,728	100,929	117,013	23,644	20,056	2,667	639	282
GUIDANCE	62,370	31,767	30,603	54,048	8,322	6,669	1,234	183	236
PSYCHOLOGICAL	10,551	5,056	5,495	9,787	764	518	161	69	16
LIBRARIANS/AUDIO-VISUAL	53,899	6,628	47,271	48,167	5,732	5,072	365	193	102
CONSULTANTS/SUPER OF INST	26,385	12,782	13,603	22,495	3,890	3,081	625	68	116
OTHER PROFESSIONALS	83,786	21,306	62,480	70,226	13,560	10,437	2,190	591	342
TEACHERS AIDES	223,038	10,955	212,083	147,201	75,837	51,379	20,814	1,128	2,516
TECHNICIANS	17,121	7,796	9,325	13,685	3,436	2,516	558	270	92
CLERICAL/SECRETARIAL	230,154	5,357	224,797	203,477	26,677	17,767	6,849	1,238	823
SERVICE WORKERS	580,246	260,709	319,537	425,185	155,061	126,352	24,721	1,409	2,579
SKILLED CRAFT	58,741	53,278	5,463	48,775	9,966	6,763	2,721	201	281
LABORERS, UNSKILLED	41,949	30,394	11,555	30,077	11,872	8,245	3,194	188	245
TOTAL, PART-TIME	488,780	112,291	376,489	415,014	73,766	47,733	21,083	3,388	1,562
PROFESSIONAL/INSTRUCTION	351,453	71,069	280,384	292,914	58,539	35,932	18,755	2,487	1,365
ALL OTHER	137,327	41,222	96,105	122,100	15,227	11,801	2,328	901	197
TOTAL, NEW HIRES	293,814	89,124	204,690	247,524	46,290	30,247	12,825	1,538	1,680
PROFESSIONAL STAFF	194,953	61,882	133,071	173,096	21,857	15,056	5,337	796	668
NON-PROFESSIONAL STAFF	98,861	27,242	71,619	74,428	24,433	15,191	7,488	742	1,012

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

TOTAL U.S.
NO. OF DISTRICTS (SAMPLED) -- 7,248
NO. OF SCHOOLS INCLUDED ---- 69,439

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	1,096,448	176,657	128,776	38,544	4,711	4,626	1,904,686	412,620	332,710	60,979	10,785	8,146
OFFICIALS/ADMIN/MANAGERS	34,409	2,281	1,501	608	42	130	5,444	1,074	848	159	35	32
PRINCIPALS	57,707	5,308	4,209	812	75	212	7,501	1,769	1,575	136	33	25
ASST PRINCIPALS, TEACH	5,583	874	746	93	10	25	1,760	369	332	22	8	7
ASST PRINCIPALS, N.T.	20,459	4,069	3,411	510	69	79	4,546	1,617	1,392	148	56	21
ELEMENTARY TEACHERS	150,522	17,736	12,306	4,120	798	512	714,908	121,475	101,542	13,124	4,848	1,961
SECONDARY TEACHERS	448,870	39,531	29,007	7,649	1,625	1,250	359,289	54,413	45,762	6,043	1,720	888
OTHER TEACHERS	34,357	5,371	4,310	858	127	76	82,656	18,273	15,746	1,809	512	206
GUIDANCE	28,785	2,982	2,032	726	88	136	25,263	5,340	4,637	508	95	100
PSYCHOLOGICAL	4,817	239	122	80	29	8	4,970	525	396	81	40	8
LIBRARIANS/AUDIO-VISUAL	6,273	350	220	77	42	11	41,889	5,382	4,852	288	151	91
CONSULTANTS/SUPER OR INST	11,593	1,189	863	245	32	49	10,902	2,701	2,218	380	36	67
OTHER PROFESSIONALS	17,402	3,904	2,825	772	188	119	52,824	9,656	7,412	1,418	403	223
TEACHERS AIDES	5,444	5,511	3,411	1,675	201	224	141,757	70,326	47,968	19,139	927	2,292
TECHNICIANS	6,426	1,370	925	254	145	46	7,259	2,066	1,591	304	125	46
CLERICAL/SECRETARIAL	3,984	1,373	825	387	109	52	159,493	25,304	16,942	6,462	1,129	771
SERVICE WORKERS	192,884	67,825	51,331	14,378	783	1,333	232,301	87,236	75,021	10,343	626	1,246
SKILLED CRAFT	44,991	8,287	5,376	2,527	171	213	3,784	1,879	1,387	194	30	68
LABORERS, UNSKILLED	21,937	8,457	5,356	2,773	177	151	8,140	3,415	2,889	421	11	94
TOTAL, PART-TIME	93,980	18,311	13,654	3,613	622	422	321,034	55,455	34,079	17,470	2,766	1,140
PROFESSIONAL/INSTRUCTION	57,877	13,192	9,786	2,655	386	365	235,037	45,347	26,146	16,100	2,101	1,000
ALL OTHER	36,103	5,119	3,868	958	236	57	85,997	10,108	7,933	1,370	665	140
TOTAL, NEW HIRES	75,358	13,766	8,925	3,828	475	538	172,166	32,524	21,322	8,997	1,063	1,142
PROFESSIONAL STAFF	55,716	6,166	3,890	1,809	205	262	117,380	15,691	11,166	3,528	591	406
NON-PROFESSIONAL STAFF	19,642	7,600	5,035	2,019	270	276	54,786	16,833	10,156	5,469	472	736

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

TOTAL U.S.
NO. OF DISTRICTS (SAMPLED) -- 7,248
NO. OF SCHOOLS INCLUDED ---- 69,439

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	3590411	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	1273105	35.5	84.9	87.2	75.2	79.9	16.7	54.1	28.2	50.9	47.9	12.3	48.4	25.4	4.9	45.5	2.3	44.9	90.[illegible]	72.5
	F	2317306	64.5	15.1	12.8	24.8	20.1	83.3	45.9	71.8	49.1	52.1	87.7	51.6	74.6	95.1	54.5	97.7	55.1	9.3	27.5
WH*	T	3001134	83.6	92.2	90.2	85.5	81.5	86.2	89.6	83.2	86.7	92.8	89.3	85.2	83.8	66.0	79.9	88.4	73.2	83.0	71.7
	M	1096448	30.5	79.6	79.8	65.0	66.7	15.0	49.8	24.4	46.2	45.7	11.6	43.9	20.8	2.4	37.5	1.7	33.2	76.6	52.3
	F	1904686	53.0	12.6	10.4	20.5	14.8	71.2	39.8	58.8	40.5	47.1	77.7	41.3	63.0	63.6	42.4	86.7	40.0	6.4	19.4
MIN	T	549,277	16.4	7.8	9.7	14.5	18.6	13.9	10.4	16.8	13.4	7.3	10.6	14.7	16.2	34.0	20.1	11.6	26.7	17.0	28.3
	M	176,657	4.9	5.3	7.3	10.2	13.3	1.8	4.4	3.8	4.8	2.3	0.6	4.5	4.7	2.5	8.0	0.6	11.7	14.1	20.2
	F	412,620	11.5	2.5	2.4	4.3	5.3	12.1	6.0	13.0	8.6	5.0	10.0	10.2	11.5	31.5	12.1	11.0	15.0	2.9	8.1
BL*	T	461,486	12.9	5.5	8.0	12.6	15.6	11.3	8.3	14.3	10.7	5.0	9.4	11.7	12.5	23.0	14.7	7.8	21.7	11.6	19.7
	M	128,776	3.6	3.5	5.8	8.7	11.1	1.2	3.2	3.1	3.3	1.2	0.4	3.3	3.4	1.5	5.4	0.4	8.8	9.2	12.8
	F	332,710	9.3	2.0	2.2	3.9	4.5	10.1	5.1	11.2	7.4	3.8	9.0	8.4	9.1	21.5	9.3	7.[illegible]	12.9	2.4	6.5
HSP	T	99,533	2.8	1.8	1.3	1.4	2.2	1.7	1.5	1.9	2.0	1.6	0.6	2.3	2.6	9.4	3.3	3.0	4.3	4.6	7.6
	M	38,544	1.1	1.4	1.1	1.1	1.7	0.4	0.8	0.6	1.2	0.8	0.1	0.9	0.9	0.8	1.5	0.2	2.5	4.3	6.6
	F	60,979	1.7	0.4	0.2	0.3	0.5	1.3	0.7	1.3	0.8	0.8	0.5	1.4	1.7	8.6	1.8	2.8	1.8	0.3	1.0
AAS	T	15,496	0.4	0.2	0.1	0.2	0.4	0.5	0.4	0.5	0.3	0.7	0.4	0.2	0.7	0.5	1.5	0.5	0.2	0.4	0.4
	M	4,711	0.1	0.1	0.1	0.1	0.2	0.1	0.2	0.1	0.1	0.3	0.1	0.1	0.2	0.1	0.8	***	0.1	0.3	0.4
	F	10,785	0.3	0.1	***	0.1	0.2	0.5	0.2	0.4	0.2	0.4	0.3	0.1	0.5	0.4	0.7	0.5	0.1	0.1	***
IND	T	12,771	0.4	0.4	0.3	0.4	0.4	0.3	0.2	0.2	0.4	0.2	0.2	0.5	0.4	1.1	0.6	0.3	0.4	0.5	0.6
	M	4,626	0.1	0.3	0.3	0.3	0.3	0.1	0.1	0.1	0.2	0.1	***	0.2	0.1	0.1	0.3	***	0.2	0.4	0.4
	F	8,146	0.2	0.1	***	0.1	0.1	0.2	0.1	0.1	0.2	0.1	0.2	0.3	0.3	1.0	0.3	0.3	0.2	0.1	0.2

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

TOTAL U.S.
NO. OF DISTRICTS (SAMPLE) ---- 7,248
NO. OF SCHOOLS INCLUDED ---- 69,439

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI-DANCE	PSY-CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	3590411	100.0	1.2	2.0	0.2	0.9	28.0	25.1	3.9	1.7	0.3	1.5	0.7	2.3	6.2	0.5	6.4	16.2	1.6	1.2
	M	1273105	100.0	2.9	4.9	0.5	1.9	13.2	38.4	3.1	2.5	0.4	0.5	1.0	1.7	0.9	0.4	0.4	20.5	4.2	2.4
	F	2317306	100.0	0.3	0.4	0.1	0.3	36.1	17.9	4.4	1.3	0.2	2.0	0.6	2.7	9.7	[illegible]	9.7	13.8	0.2	0.5
WH*	T	3001134	100.0	1.3	2.2	0.2	0.8	28.8	26.9	3.9	1.8	0.3	1.6	0.7	2.3	4.[illegible]	[illegible]	6.8	14.2	1.6	1.0
	M	1096448	100.0	3.1	5.3	[illegible]	[illegible]	13.7	40.9	3.1	2.6	0.4	0.6	1.1	1.6	0.5	0.6	0.4	17.6	4.1	2.0
	F	1904686	100.0	0.3	0.4	0.1	[illegible]	37.5	18.9	4.3	1.3	0.3	2.2	0.6	2.8	7.4	0.4	10.5	12.2	0.2	0.4
MIN	T	589,277	100.0	0.6	1.2	0.2	1.0	23.6	15.9	4.0	1.4	0.1	1.0	0.7	2.3	12.9	0.6	4.5	26.3	1.7	2.0
	M	176,657	100.0	1.3	3.0	0.5	2.3	10.0	22.4	3.0	1.7	0.1	0.2	0.7	2.2	3.1	0.8	0.8	38.4	4.7	4.8
	F	412,620	100.0	0.3	0.4	0.1	0.4	29.4	13.2	4.4	1.3	0.1	1.3	0.7	2.3	17.0	0.5	6.1	21.1	0.4	0.8
BL*	T	461,486	100.0	0.5	1.3	0.2	1.0	24.7	16.2	4.3	1.4	0.1	1.1	0.7	2.3	11.1	0.5	3.8	27.4	1.5	1.8
	M	128,776	100.0	1.2	3.3	0.6	2.6	9.6	22.5	3.3	1.6	0.1	0.2	0.7	2.2	2.6	0.7	0.6	39.9	4.2	4.2
	F	332,710	100.0	0.3	0.5	0.1	0.4	30.5	13.8	4.7	1.4	0.1	1.5	0.7	2.3	14.4	0.5	5.1	22.5	0.4	0.5
HSP	T	99,523	100.0	0.8	1.0	0.1	0.7	17.3	13.8	2.7	1.2	0.2	0.4	0.6	2.2	20.9	0.6	[illegible]	24.8	2.7	3.2
	M	38,544	100.0	1.6	2.1	0.2	1.3	10.7	19.8	2.2	1.9	0.2	0.2	0.6	2.0	4.3	0.7	[illegible]	37.3	6.6	7.2
	F	60,979	100.0	0.3	0.2	***	0.2	21.5	9.9	3.0	0.8	0.1	0.5	0.6	2.3	31.4	0.5	10.6	17.0	0.3	0.7
AA#	T	15,496	100.0	0.5	0.7	0.1	0.8	36.4	21.6	4.1	1.2	0.4	1.2	0.4	3.8	7.3	1.7	8.0	9.1	1.3	1.2
	M	4,711	100.0	0.9	1.6	0.2	1.5	16.9	34.5	2.7	1.9	0.6	0.9	0.7	4.0	4.3	3.1	2.3	16.6	3.6	3.8
	F	10,785	100.0	0.3	0.3	0.1	0.5	45.0	15.9	4.7	0.9	0.4	1.4	0.3	3.7	8.6	1.2	10.5	5.8	0.3	0.1
IND	T	12,772	100.0	1.3	1.9	0.3	0.8	19.4	16.7	2.2	1.8	0.1	0.8	0.9	2.7	19.7	0.7	6.4	20.2	2.2	1.9
	M	4,626	100.0	2.8	4.6	0.5	1.7	11.1	27.0	1.6	2.9	0.2	0.2	1.1	2.6	5.8	1.0	1.1	28.8	4.6	3.3
	F	8,146	100.0	0.4	0.3	0.1	0.3	24.1	10.9	2.5	1.2	0.1	1.1	0.8	2.7	28.1	0.6	9.5	15.[illegible]	0.8	1.2

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

U.S. TOTAL
25,000 + STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 192
NO. OF SCHOOLS INCLUDED ---- 17,137

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	1,072,321	350,581	721,740	740,354	331,967	277,717	43,375	8,568	2,307
OFFICIALS/ADMIN/MANAGERS	9,809	7,430	2,379	8,023	1,786	1,469	268	33	16
PRINCIPALS	16,719	12,731	3,988	13,093	3,626	3,180	348	64	34
ASST PRINCIPALS, TEACH	2,501	1,659	842	2,037	474	420	44	9	1
ASST PRINCIPALS, N.T.	12,928	8,938	3,990	9,288	3,640	3,161	362	90	27
ELEMENTARY TEACHERS	282,298	44,551	237,747	206,658	75,640	64,587	7,718	2,878	457
SECONDARY TEACHERS	239,416	116,600	122,816	188,970	50,446	42,884	5,211	1,818	533
OTHER TEACHERS	55,146	14,950	40,196	39,872	15,274	13,512	1,328	373	61
GUIDANCE	18,932	7,879	11,053	14,045	4,887	4,207	536	102	42
PSYCHOLOGICAL	3,629	1,448	2,181	3,123	506	383	92	30	1
LIBRARIANS/AUDIO-VISUAL	13,605	1,421	12,184	10,729	2,876	2,665	141	51	19
CONSULTANTS/SUPER OF INST	9,753	4,081	5,672	7,265	2,488	2,103	300	34	51
OTHER PROFESSIONALS	30,622	9,901	20,721	21,630	8,992	7,359	1,139	406	88
TEACHERS AIDES	80,530	5,887	74,643	36,563	43,967	33,993	8,959	744	271
TECHNICIANS	9,251	4,669	4,582	6,647	2,604	2,052	291	229	32
CLERICAL/SECRETARIAL	72,063	2,928	69,135	55,288	16,775	12,759	3,025	842	149
SERVICE WORKERS	175,332	71,315	104,017	90,029	85,303	73,338	10,931	677	357
SKILLED CRAFT	27,489	25,067	2,422	20,579	6,910	5,175	1,517	134	84
LABORERS, UNSKILLED	12,298	9,126	3,172	6,525	5,773	4,470	1,165	54	84
TOTAL, PART-TIME	136,950	31,380	105,570	95,580	41,370	29,457	9,571	1,990	352
PROFESSIONAL/INSTRUCTION	94,847	17,748	77,099	64,153	30,694	20,565	8,382	1,457	290
ALL OTHER	42,103	13,632	28,471	31,427	10,676	8,892	1,189	533	62
TOTAL, NEW HIRES	65,435	17,197	48,238	46,154	19,281	14,180	4,334	649	198
PROFESSIONAL STAFF	38,973	9,807	29,166	30,173	8,800	6,636	1,792	294	78
NON-PROFESSIONAL STAFF	26,462	7,390	19,072	15,981	10,481	7,464	2,542	355	120

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

U.S. TOTAL
25,000 + STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 192
NO. OF SCHOOLS INCLUDED ---- 17,137

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	256,487	94,094	74,781	16,038	2,421	854	483,867	237,873	202,936	27,337	6,147	1,453
OFFICIALS/ADMIN/MANAGERS	6,349	1,081	862	192	17	10	1,674	705	607	76	16	6
PRINCIPALS	10,388	2,343	2,008	271	41	23	2,765	1,203	1,172	77	23	11
ASST PRINCIPALS, TEACH	1,413	246	216	29	1	---	614	228	204	15	8	1
ASST PRINCIPALS, N.T.	6,632	2,306	2,009	235	40	22	2,656	1,334	1,152	127	50	5
ELEMENTARY TEACHERS	35,486	9,065	7,025	1,608	328	104	171,172	66,575	57,562	6,110	2,550	353
SECONDARY TEACHERS	96,908	19,708	15,945	2,603	857	295	92,070	30,746	26,939	2,608	961	238
OTHER TEACHERS	11,339	3,611	3,055	467	73	16	28,533	11,663	10,457	861	300	45
GUIDANCE	6,352	1,527	1,171	296	46	16	7,693	3,360	3,036	242	56	26
PSYCHOLOGICAL	1,314	134	80	41	13	---	1,809	372	303	51	17	1
LIBRARIANS/AUDIO-VISUAL	1,263	158	115	34	4	5	9,466	2,718	2,550	107	47	14
CONSULTANTS/SUPER OF INST	3,375	706	552	120	14	20	3,890	1,782	1,551	180	20	31
OTHER PROFESSIONALS	7,264	2,637	2,021	440	154	22	14,366	6,355	5,338	699	252	66
TEACHERS AIDES	2,209	3,678	2,621	874	141	42	34,354	40,289	31,372	8,085	603	229
TECHNICIANS	3,623	1,046	752	143	133	18	3,024	1,558	1,300	148	96	14
CLERICAL/SECRETARIAL	1,932	996	678	220	87	11	53,356	15,779	12,881	2,805	755	138
SERVICE WORKERS	36,074	35,241	28,743	6,026	311	161	53,955	50,062	44,595	4,905	366	196
SKILLED CRAFT	19,538	5,529	3,967	1,396	112	54	1,041	1,381	1,208	121	22	30
LABORERS, UNSKILLED	5,036	4,090	2,961	1,045	49	35	1,489	1,683	1,509	120	5	49
TOTAL, PART-TIME	21,593	9,787	7,497	1,859	355	76	73,987	31,583	21,960	7,712	1,635	276
PROFESSIONAL/INSTRUCTION	11,617	6,131	4,535	1,332	214	50	52,536	24,563	16,030	7,050	1,243	240
ALL OTHER	9,976	3,656	2,962	527	141	26	21,451	7,020	5,930	662	392	36
TOTAL, NEW HIRES	11,699	5,498	3,935	1,315	189	59	34,455	13,783	10,165	3,019	460	139
PROFESSIONAL STAFF	7,591	2,216	1,608	505	73	30	22,582	6,584	5,028	1,287	221	48
NON-PROFESSIONAL STAFF	4,108	3,282	2,327	810	116	29	11,873	7,199	5,137	1,732	239	91

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

U.S. TOTAL
25,000 + STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 192
NO. OF SCHOOLS INCLUDED ---- 17,137

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	1072321	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	350,581	32.7	75.7	76.1	66.3	69.1	15.8	48.7	27.1	41.6	39.9	10.4	41.8	32.3	7.3	50.5	4.1	48.7	91.2	74.2
	F	721,740	67.3	24.3	23.9	33.7	30.9	84.2	51.3	72.9	58.4	60.1	89.6	58.2	67.7	92.7	49.5	95.9	59.3	8.8	25.8
WH*	T	740,354	69.0	81.8	78.3	81.1	71.8	73.2	79.0	72.3	74.2	86.0	78.9	74.5	78.6	45.4	71.9	76.7	51.4	74.9	53.0
	M	256,487	23.9	64.7	62.1	56.5	51.3	12.6	40.5	20.6	33.6	36.2	9.3	34.6	23.7	2.7	39.2	2.7	20.6	71.1	40.9
	F	483,867	45.1	17.1	16.2	24.6	20.5	60.6	38.5	51.7	40.6	49.8	69.6	39.9	46.9	42.7	32.7	74.0	30.8	3.8	12.1
MIN	T	331,967	31.0	18.2	21.7	18.9	28.1	26.8	21.0	27.6	25.8	14.0	21.2	25.5	29.4	54.6	28.1	23.3	48.7	25.1	47.0
	M	94,094	8.8	11.0	14.0	9.8	17.8	3.2	8.2	6.5	8.1	3.7	1.2	7.2	8.6	4.6	11.3	1.4	20.1	20.1	33.3
	F	237,873	22.2	7.2	7.7	9.1	10.3	23.6	12.8	21.1	17.7	10.3	20.0	18.3	20.8	50.0	16.8	21.9	28.6	5.0	13.7
BL*	T	277,717	25.9	15.0	19.0	16.8	24.4	22.9	18.0	24.5	22.2	10.5	19.5	21.6	24.0	42.3	22.2	17.7	41.8	18.8	36.4
	M	74,781	7.0	8.8	12.0	8.6	15.5	2.5	6.7	5.5	6.2	2.2	4.8	5.7	6.6	3.3	8.1	0.9	16.4	14.4	24.1
	F	202,936	18.9	6.2	7.0	8.2	8.9	20.4	11.3	19.0	16.0	8.3	14.7	15.9	17.4	39.0	14.1	16.8	25.4	4.4	12.3
HSP	T	43,375	4.0	2.8	2.1	1.8	2.8	2.8	2.2	2.4	2.9	2.5	1.0	3.0	3.7	11.1	3.1	4.2	6.2	5.5	9.5
	M	16,038	1.5	2.0	1.6	1.2	1.8	0.6	1.1	0.8	1.6	1.1	0.2	1.2	1.4	1.1	1.5	0.3	3.4	5.1	8.5
	F	27,337	2.5	0.8	0.5	0.6	1.0	2.2	1.1	1.6	1.3	1.4	0.8	1.8	2.3	10.0	1.6	3.9	2.8	0.4	1.0
AA#	T	8,568	0.8	0.4	0.3	0.3	0.7	1.0	0.8	0.6	0.5	0.9	0.3	0.3	1.3	0.9	2.4	1.1	0.4	0.5	0.4
	M	2,421	0.2	0.2	0.2	***	0.3	0.1	0.4	0.1	0.2	0.4	***	0.1	0.5	0.2	1.4	0.1	0.2	0.4	0.4
	F	6,147	0.6	0.2	0.1	0.3	0.4	0.9	0.4	0.5	0.3	0.5	0.3	0.2	0.8	0.7	1.0	1.0	0.2	0.1	***
IND	T	2,307	0.2	0.2	0.2	---	0.2	0.1	0.2	0.1	0.2	---	0.1	0.5	0.3	0.4	0.4	0.2	0.2	0.3	0.7
	M	854	0.1	0.1	0.1	---	0.2	***	0.1	***	0.1	---	***	0.2	0.1	0.1	0.2	***	0.1	0.2	0.3
	F	1,453	0.1	0.1	0.1	***	***	0.1	0.1	0.1	0.1	***	0.1	0.3	0.2	0.3	0.2	0.2	0.1	0.1	0.4

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5). EEOC. 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

U.S. TOTAL
25,000 + STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 192
NO. OF SCHOOLS INCLUDED ---- 17,137

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	1072321	100.0	0.9	1.6	0.2	1.2	26.3	22.3	5.1	1.8	0.3	1.3	0.9	2.9	7.5	0.9	6.7	16.4	2.6	1.1
	M	350,581	100.0	2.1	3.6	0.5	2.5	12.7	33.3	4.3	2.2	0.4	0.4	1.2	2.8	1.7	1.3	0.8	20.3	7.2	2.6
	F	721,740	100.0	0.3	0.6	0.1	0.6	32.9	17.0	5.6	1.5	0.3	1.7	0.8	2.9	10.3	0.6	9.6	4.4	0.3	0.4
WH*	T	740,354	100.0	1.1	1.8	0.3	1.3	27.9	25.5	5.4	1.9	0.4	1.4	1.0	2.9	4.9	0.9	7.5	12.2	2.8	0.9
	M	256,487	100.0	2.5	4.1	0.6	2.6	13.8	37.8	4.4	2.5	0.5	0.5	1.3	2.8	0.9	1.4	0.8	14.1	7.6	2.0
	F	483,867	100.0	0.3	0.6	0.1	0.5	35.4	19.0	5.9	1.6	0.4	2.0	0.8	3.0	7.1	0.6	11.0	11.2	0.2	0.3
MIN	T	331,967	100.0	0.5	1.1	0.1	1.1	22.8	15.2	4.6	1.5	0.2	0.9	0.7	2.7	13.2	0.8	5.1	25.7	2.1	1.7
	M	94,094	100.0	1.1	2.5	0.3	2.5	9.6	20.9	3.8	1.6	0.1	0.2	0.8	2.8	3.9	1.1	1.1	37.5	5.9	4.3
	F	237,873	100.0	0.3	0.5	0.1	0.6	28.0	12.9	4.9	1.4	0.2	1.1	0.7	2.7	16.9	0.7	6.6	21.0	0.6	0.7
BL*	T	277,717	100.0	0.5	1.1	0.2	1.1	23.3	15.4	4.9	1.5	0.1	1.0	0.8	2.6	12.2	0.7	4.6	26.4	1.9	1.6
	M	74,781	100.0	1.2	2.7	0.3	2.7	9.4	21.3	4.1	1.6	0.1	0.2	0.7	2.7	3.5	1.0	0.9	38.4	5.3	4.0
	F	202,936	100.0	0.3	0.6	0.1	0.6	28.4	13.3	5.2	1.5	0.1	1.3	0.8	2.6	15.5	0.6	6.0	22.0	0.6	0.7
HSP	T	43,375	100.0	0.6	0.8	0.1	0.8	17.8	12.0	3.1	1.2	0.2	0.3	0.7	2.6	20.7	0.7	7.0	25.2	3.5	2.7
	M	16,038	100.0	1.2	1.7	0.2	1.5	10.0	16.2	2.9	1.8	0.3	0.2	0.7	2.7	5.4	0.9	1.4	37.6	8.7	6.5
	F	27,337	100.0	0.3	0.3	0.1	0.5	22.4	9.5	3.1	0.9	0.2	0.4	0.7	2.6	29.6	0.5	10.3	17.9	0.4	0.4
AAH	T	8,568	100.0	0.4	0.7	0.1	1.1	33.6	21.2	4.4	1.2	0.4	0.6	0.4	4.7	8.7	2.7	9.8	7.9	1.6	0.6
	M	2,421	100.0	0.7	1.7	***	1.7	13.5	35.4	3.0	1.9	0.5	0.2	0.6	6.4	5.8	5.5	3.6	12.8	4.6	2.0
	F	6,147	100.0	0.3	0.4	0.1	0.8	41.5	15.6	4.9	0.9	0.3	0.8	0.3	4.1	9.8	1.6	12.3	6.0	0.4	0.1
IND	T	2,387	100.0	0.7	1.5	***	1.2	19.8	23.1	2.6	1.8	***	0.8	2.2	3.8	11.7	1.4	6.5	15.5	3.6	3.6
	M	854	100.0	1.2	2.7	---	2.6	12.2	34.5	1.9	1.9	---	0.6	2.3	2.6	4.9	2.1	1.3	16.9	6.3	4.1
	F	1,453	100.0	0.4	0.8	0.1	0.3	24.3	16.4	3.1	1.8	0.1	1.0	2.1	4.5	15.8	1.0	9.5	13.5	2.1	3.4

* NOT OF HISPANIC ORIGIN; # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

U.S. TOTAL
10,000-24,999 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 568
NO. OF SCHOOLS INCLUDED ---- 12,881

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	643,635	234,439	409,196	558,757	84,878	59,552	20,390	2,918	2,018
OFFICIALS/ADMIN/MANAGERS	7,169	6,063	1,106	6,635	534	328	165	21	20
PRINCIPALS	12,285	10,735	1,550	11,207	1,078	786	227	22	43
ASST PRINCIPALS, TEACH	1,104	828	276	926	178	133	37	2	6
ASST PRINCIPALS, N.T.	5,988	5,142	846	5,148	840	663	141	18	18
ELEMENTARY TEACHERS	169,546	26,174	143,372	149,597	19,949	14,852	3,582	1,055	460
SECONDARY TEACHERS	174,494	94,697	79,797	159,163	15,331	10,882	3,381	697	371
OTHER TEACHERS	75,080	7,029	18,051	22,020	3,060	2,246	611	117	86
GUIDANCE	12,461	6,433	6,028	11,144	1,317	940	388	36	33
PSYCHOLOGICAL	2,225	1,105	1,120	2,113	112	63	32	14	3
LIBRARIANS/AUDIO-VISUAL	9,644	1,271	8,373	8,821	823	692	76	41	14
CONSULTANTS/SUPER OF INST	5,795	3,145	2,650	5,242	553	387	124	21	21
OTHER PROFESSIONALS	16,790	3,945	12,845	14,929	1,861	1,272	462	88	39
TEACHERS AIDES	36,625	1,785	34,840	26,547	10,078	5,826	3,769	143	340
TECHNICIANS	2,879	1,389	1,490	2,565	314	164	121	22	7
CLERICAL/SECRETARIAL	45,252	835	44,417	41,529	3,723	1,880	1,527	203	113
SERVICE WORKERS	98,020	47,550	50,470	75,707	22,313	16,810	4,832	305	366
SKILLED CRAFT	11,240	10,562	678	10,068	1,172	568	510	38	56
LABORERS, UNSKILLED	7,038	5,751	1,287	5,396	1,642	1,060	485	75	22
TOTAL, PART-TIME	101,365	20,261	81,104	87,618	13,747	8,052	4,866	670	159
PROFESSIONAL/INSTRUCTION	73,528	11,787	61,741	61,833	11,695	6,708	4,358	492	137
ALL OTHER	27,837	8,474	19,363	25,785	2,052	1,344	508	178	22
TOTAL, NEW HIRES	50,589	14,432	36,157	42,365	8,224	5,161	2,555	324	184
PROFESSIONAL STAFF	32,327	9,515	22,812	28,180	4,147	2,620	1,261	178	88
NON-PROFESSIONAL STAFF	18,262	4,917	13,345	14,185	4,077	2,541	1,294	146	96

*- NOT OF HISPANIC ORIGIN, #-INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

U.S. TOTAL
10,000-24,999 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 569
NO. OF SCHOOLS INCLUDED ---- 12,881

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	286,522	27,917	18,017	8,196	954	750	352,235	56,961	41,535	12,194	1,964	1,268
OFFICIALS/ADMIN/MANAGERS	5,664	399	234	138	12	15	971	135	94	27	9	5
PRINCIPALS	9,843	892	634	201	17	40	1,364	186	152	26	5	3
ASST PRINCIPALS, TEACH	690	138	99	32	2	5	236	40	34	5	---	1
ASST PRINCIPALS, N.T.	4,434	788	549	129	16	14	714	132	114	12	2	4
ELEMENTARY TEACHERS	23,575	2,599	1,558	794	142	105	126,022	17,350	13,294	2,788	913	355
SECONDARY TEACHERS	87,919	6,778	4,362	1,855	333	228	71,244	8,553	6,520	1,526	364	143
OTHER TEACHERS	6,333	696	474	182	27	13	15,687	2,364	1,772	429	90	73
GUIDANCE	5,903	530	314	176	20	20	5,241	787	626	132	16	13
PSYCHOLOGICAL	1,859	46	15	20	9	2	1,854	66	48	12	5	1
LIBRARIANS/AUDIO-VISUAL	1,218	53	25	21	5	2	7,603	770	667	55	36	12
CONSULTANTS/SUPER OF INST	2,962	183	120	40	10	13	2,280	370	267	84	11	8
OTHER PROFESSIONALS	3,427	518	341	144	16	17	11,502	1,343	931	318	72	22
TEACHERS AIDES	1,068	717	355	303	22	37	25,479	9,361	5,471	3,466	121	303
TECHNICIANS	1,257	132	54	65	9	4	1,388	182	110	56	13	3
CLERICAL/SECRETARIAL	684	151	56	77	10	8	40,845	3,572	1,824	1,450	193	105
SERVICE WORKERS	36,577	10,973	7,556	3,063	198	156	39,130	11,340	9,254	1,769	107	210
SKILLED CRAFT	9,443	1,119	540	497	33	49	625	53	28	13	5	7
LABORERS, UNSKILLED	4,466	1,285	731	459	73	22	930	357	329	26	2	---
TOTAL, PART-TIME	17,097	3,164	2,259	742	126	37	70,521	10,583	5,793	4,124	544	122
PROFESSIONAL/INSTRUCTION	9,277	2,510	1,860	536	83	31	52,556	9,185	4,848	3,822	409	106
ALL OTHER	7,820	654	399	206	43	6	17,965	1,398	945	302	135	16
TOTAL, NEW HIRES	11,846	2,586	1,657	784	89	56	30,519	5,638	3,504	1,771	235	128
PROFESSIONAL STAFF	8,266	1,249	740	444	36	29	19,914	2,898	1,880	817	142	59
NON-PROFESSIONAL STAFF	3,580	1,337	917	340	53	27	10,605	2,740	1,624	954	93	69

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

U.S. TOTAL
10,000-24,999 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 560
NO. OF SCHOOLS INCLUDED ---- 12,881

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	643,635	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	234,439	36.4	84.6	87.4	75.0	85.9	15.4	54.3	28.0	51.6	49.7	13.2	54.3	23.5	4.9	48.2	1.8	48.5	94.0	81.7
	F	409,196	63.6	15.4	12.6	25.0	14.1	84.6	45.7	72.0	48.4	50.3	86.8	45.7	76.5	95.1	51.8	98.2	51.5	6.0	18.3
WH*	T	558,757	86.8	92.5	91.2	83.9	85.9	88.2	91.2	87.8	89.5	95.0	91.4	90.4	88.9	72.5	89.1	91.8	77.2	89.6	76.7
	M	206,522	32.1	79.0	80.1	62.5	74.0	13.9	50.4	25.3	47.4	47.6	12.6	51.1	20.4	2.9	43.7	1.5	37.3	84.0	63.5
	F	352,235	54.7	13.5	11.1	21.4	11.9	74.3	40.8	62.5	42.1	47.4	78.8	39.3	68.5	69.6	45.4	90.3	39.9	5.6	13.2
MIN	T	84,878	13.2	7.5	8.8	16.1	14.0	11.7	8.8	12.2	10.6	5.1	8.5	9.6	11.1	27.6	10.9	8.2	22.8	10.5	23.4
	M	27,917	4.3	5.6	7.3	12.5	11.8	1.5	3.9	2.8	4.3	2.1	0.5	3.2	3.1	2.0	4.6	0.3	11.2	10.0	18.3
	F	56,961	8.8	1.9	1.5	3.6	2.2	10.2	4.9	9.4	6.3	3.0	8.0	6.4	8.0	25.6	6.3	7.9	11.6	0.5	5.1
BL*	T	59,552	9.3	4.6	6.4	12.1	11.1	8.7	6.2	9.0	7.5	2.9	7.2	6.7	7.5	15.9	5.7	4.1	17.1	5.0	15.1
	M	18,017	2.8	3.3	5.2	9.0	9.2	0.9	2.5	1.9	2.5	0.7	0.3	2.1	2.0	1.0	1.9	0.1	7.7	4.8	10.4
	F	41,535	6.5	1.3	1.2	3.1	1.9	7.8	3.7	7.1	5.0	2.2	6.9	4.6	5.5	14.9	3.8	4.0	9.4	0.2	4.7
HSP	T	20,398	3.2	2.3	1.8	3.4	2.4	2.1	2.0	2.4	2.5	1.4	0.8	2.1	2.8	10.3	4.2	3.4	4.9	4.5	6.9
	M	8,196	1.3	1.9	1.6	2.9	2.2	0.5	1.1	0.7	1.4	0.9	0.2	0.7	0.9	0.8	2.3	0.2	3.1	4.4	6.5
	F	12,194	1.9	0.4	0.2	0.5	0.2	1.6	0.9	1.7	1.1	0.5	0.6	1.4	1.9	9.5	1.9	3.2	1.8	0.1	0.4
AA#	T	2,918	0.5	0.3	0.1	0.2	0.3	0.6	0.4	0.5	0.3	0.6	0.5	0.4	0.5	0.4	0.8	0.4	0.3	0.3	1.0
	M	954	0.1	0.2	0.1	0.2	0.3	0.1	0.2	0.1	0.2	0.4	0.1	0.2	0.1	0.1	0.3	***	0.2	0.3	1.0
	F	1,964	0.3	0.1	***	---	***	0.5	0.2	0.4	0.1	0.2	0.4	0.2	0.4	0.3	0.5	0.4	0.1	***	***
IND	T	2,018	0.3	0.3	0.3	0.6	0.3	0.3	0.2	0.4	0.3	0.1	0.1	0.3	0.2	0.9	0.2	0.2	0.4	0.5	0.3
	M	750	0.1	0.2	0.3	0.5	0.2	0.1	0.1	0.1	0.2	0.1	***	0.2	0.1	0.1	0.1	***	0.2	0.4	0.3
	F	1,268	0.2	0.1	***	0.1	0.1	0.2	0.1	0.3	0.1	***	0.1	0.1	0.1	0.8	0.1	0.2	0.2	0.1	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

U.S. TOTAL
10,000-24,999 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 560
NO. OF SCHOOLS INCLUDED ---- 12,881

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN.	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	643,635	100.0	1.1	1.9	0.2	0.9	26.3	27.1	3.9	1.9	0.3	1.5	0.9	2.6	5.7	0.4	7.0	15.2	1.7	1.1
	M	234,439	100.0	2.6	4.6	0.4	2.2	11.2	40.4	3.0	2.7	0.5	0.5	1.3	1.7	0.8	0.6	0.4	20.3	4.5	2.5
	F	409,196	100.0	0.3	0.4	0.1	0.2	35.0	19.5	4.4	1.5	0.3	2.0	0.6	3.1	8.5	0.4	10.9	12.3	0.2	0.3
WH*	T	558,757	100.0	1.2	2.0	0.2	0.9	26.8	28.5	3.9	2.0	0.4	1.6	0.9	2.7	4.8	0.5	7.4	13.5	1.8	1.0
	M	206,522	100.0	2.7	4.8	0.3	2.1	11.4	42.6	3.1	2.9	0.5	0.6	1.4	1.7	0.5	0.6	0.3	17.7	4.6	2.2
	F	352,235	100.0	0.3	0.4	0.1	0.2	35.8	20.2	4.5	1.5	0.3	2.2	0.6	3.3	7.2	0.4	11.6	11.1	0.2	0.3
MIN	T	84,878	100.0	0.6	1.3	0.2	1.0	23.5	18.1	3.6	1.6	0.1	1.0	0.7	2.2	11.9	0.4	4.4	26.3	1.4	1.9
	M	27,917	100.0	1.4	3.2	0.5	2.5	9.3	24.3	2.5	1.9	0.2	0.2	0.7	1.9	2.6	0.5	0.5	39.3	4.0	4.6
	F	56,961	100.0	0.2	0.3	0.1	0.2	30.5	15.0	4.2	1.4	0.1	1.4	0.6	2.4	16.4	0.3	6.3	19.9	0.1	0.6
BL*	T	59,552	100.0	0.6	1.3	0.2	1.1	24.9	18.3	3.8	1.6	0.1	1.2	0.6	2.1	9.8	0.3	3.2	28.2	1.0	1.8
	M	18,017	100.0	1.3	3.5	0.5	3.0	8.6	24.2	2.6	1.7	0.1	0.1	0.7	1.9	2.0	0.3	0.3	41.9	3.0	4.1
	F	41,535	100.0	0.2	0.4	0.1	0.3	32.0	15.7	4.3	1.5	0.1	1.6	0.6	2.2	13.2	0.3	4.4	22.3	0.1	0.8
HSP	T	20,390	100.0	0.8	1.1	0.2	0.7	17.6	16.6	3.0	1.5	0.2	0.4	0.6	2.3	18.5	0.6	7.5	23.7	2.5	2.4
	M	8,196	100.0	1.7	2.5	0.4	1.6	9.7	22.6	2.2	2.1	0.2	0.3	0.5	1.8	3.7	0.8	0.9	37.4	6.1	5.6
	F	12,194	100.0	0.2	0.2	***	0.1	22.9	12.5	3.5	1.1	0.1	0.5	0.7	2.6	28.4	0.5	11.9	14.5	0.1	0.2
AA#	T	2,918	100.0	0.7	0.8	0.1	0.6	36.2	23.9	4.0	1.2	0.5	1.4	0.7	3.0	4.9	0.8	7.0	10.5	1.3	2.6
	M	954	100.0	1.3	1.8	0.2	1.7	14.9	34.9	2.8	2.1	0.9	0.5	1.0	1.7	2.3	0.9	1.0	20.8	3.5	7.7
	F	1,964	100.0	0.5	0.3	---	0.1	46.5	18.5	4.6	0.8	0.3	1.8	0.6	3.7	6.2	0.7	9.8	5.4	0.3	0.1
IND	T	2,010	100.0	1.0	2.1	0.3	0.9	22.8	18.4	4.3	1.6	0.1	0.7	1.0	1.9	16.8	0.3	5.6	18.1	2.8	1.1
	M	750	100.0	2.0	5.3	0.7	1.9	14.0	30.4	1.7	2.7	0.3	0.3	1.7	2.3	4.9	0.5	1.1	20.8	6.5	2.9
	F	1,260	100.0	0.4	0.2	0.1	0.3	28.0	11.3	5.8	1.0	0.1	0.9	0.6	1.7	23.9	0.2	8.3	16.6	0.6	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

U.S. TOTAL
2,500 - 9,999 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 3,163
NO. OF SCHOOLS INCLUDED ---- 27,785

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	1,191,996	429,274	762,722	1,065,400	126,596	97,613	22,417	2,923	3,643
OFFICIALS/ADMIN/MANAGERS	14,819	12,827	1,992	14,109	710	433	202	18	57
PRINCIPALS	24,956	22,511	2,445	23,212	1,744	1,439	231	11	63
ASST PRINCIPALS, TEACH	2,686	2,115	571	2,274	412	368	26	7	11
ASST PRINCIPALS, N.T.	9,130	8,226	904	8,129	1,001	837	131	6	27
ELEMENTARY TEACHERS	342,226	57,713	284,513	309,715	32,511	26,767	3,841	1,264	639
SECONDARY TEACHERS	312,155	172,572	139,503	291,131	21,024	16,579	3,304	603	538
OTHER TEACHERS	41,186	11,811	29,375	37,016	4,170	3,464	532	115	59
GUIDANCE	20,648	10,823	9,825	19,013	1,635	1,248	276	39	72
PSYCHOLOGICAL	3,456	1,850	1,606	3,343	113	63	28	14	8
LIBRARIANS/AUDIO-VISUAL	18,887	2,482	16,405	17,374	1,513	1,346	77	59	31
CONSULTANTS/SUPER OF INST	8,540	4,542	3,998	7,843	697	516	146	7	28
OTHER PROFESSIONALS	25,743	5,447	20,296	23,685	2,058	1,458	424	85	91
TEACHERS AIDES	65,679	1,875	63,804	50,998	14,681	9,103	4,687	147	744
TECHNICIANS	3,416	1,301	2,115	3,045	371	248	104	5	14
CLERICAL/SECRETARIAL	74,488	959	73,529	70,046	4,442	2,590	1,426	158	268
SERVICE WORKERS	197,912	90,516	107,396	162,888	35,024	28,311	5,547	317	849
SKILLED CRAFT	13,899	12,770	1,129	12,426	1,473	840	522	25	86
LABORERS, UNSKILLED	12,170	8,934	3,236	9,153	3,017	2,003	913	43	58
TOTAL, PART-TIME	157,884	34,143	123,741	144,033	13,851	8,172	4,556	538	585
PROFESSIONAL/INSTRUCTION	115,284	22,070	93,214	103,389	11,895	6,892	4,090	415	498
ALL OTHER	42,600	12,073	30,527	40,644	1,956	1,280	466	123	87
TOTAL, NEW HIRES	104,085	31,292	72,793	91,406	12,679	8,322	3,407	388	562
PROFESSIONAL STAFF	70,324	22,078	48,246	64,136	6,188	4,412	1,357	222	197
NON-PROFESSIONAL STAFF	33,761	9,214	24,547	27,270	6,491	3,910	2,050	166	365

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

U.S. TOTAL
2,500 - 9,999 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 3,163
NO. OF SCHOOLS INCLUDED ---- 27,785

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	389,943	39,331	28,082	8,987	945	1,317	675,457	87,265	69,531	13,430	1,978	2,326
OFFICIALS/ADMIN/MANAGERS	12,299	528	311	164	11	42	1,810	182	122	38	7	15
PRINCIPALS	20,998	1,513	1,236	212	9	56	2,214	231	203	19	2	7
ASST PRINCIPALS, TEACH	1,765	350	312	25	7	6	509	62	56	1	---	5
ASST PRINCIPALS, N.T.	7,344	882	731	124	5	22	785	119	106	7	1	5
ELEMENTARY TEACHERS	53,440	4,273	2,900	1,009	244	120	256,275	28,238	23,867	2,832	1,020	519
SECONDARY TEACHERS	163,145	9,427	6,797	2,007	314	309	127,986	11,597	9,782	1,297	289	229
OTHER TEACHERS	10,993	818	626	148	18	26	26,023	3,352	2,838	384	97	33
GUIDANCE	10,188	635	411	168	18	38	8,825	1,000	837	108	21	34
PSYCHOLOGICAL	1,805	45	22	14	4	5	1,538	68	41	14	10	3
LIBRARIANS/AUDIO-VISUAL	2,391	91	62	15	11	3	14,983	1,422	1,284	62	48	28
CONSULTANTS/SUPER OF INST	4,291	251	179	59	3	10	3,552	446	337	87	4	18
OTHER PROFESSIONALS	4,904	543	364	132	16	31	18,781	1,515	1,094	292	69	60
TEACHERS AIDES	1,192	683	351	246	18	68	49,886	13,998	8,752	4,441	129	676
TECHNICIANS	1,147	154	114	35	3	2	1,898	217	134	69	2	12
CLERICAL/SECRETARIAL	790	169	84	59	10	16	69,256	4,273	2,506	1,367	148	252
SERVICE WORKERS	74,935	15,581	11,618	3,326	192	445	87,953	19,443	16,693	2,221	125	404
SKILLED CRAFT	11,463	1,307	738	469	23	77	963	166	102	53	2	9
LABORERS, UNSKILLED	6,853	2,081	1,226	775	39	41	2,300	936	777	138	4	17
TOTAL, PART-TIME	30,244	3,899	3,035	637	87	140	113,789	9,952	5,137	3,919	451	445
PROFESSIONAL/INSTRUCTION	18,823	3,247	2,611	457	59	120	84,566	8,648	4,281	3,633	356	378
ALL OTHER	11,421	652	424	180	28	20	29,223	1,304	856	286	95	67
TOTAL, NEW HIRES	27,466	3,826	2,529	1,002	115	180	63,940	8,853	5,793	2,405	273	382
PROFESSIONAL STAFF	20,296	1,782	1,175	491	53	63	43,848	4,486	3,237	866	169	134
NON-PROFESSIONAL STAFF	7,170	2,044	1,354	511	62	117	20,100	4,447	2,556	1,539	104	248

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

U.S. TOTAL
2,500 - 9,999 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 3,163
NO. OF SCHOOLS INCLUDED ---- 27,785

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	1191996	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	429,274	36.0	86.6	90.2	78.7	90.1	16.9	55.3	28.7	52.4	53.5	13.1	53.2	21.2	2.9	38.1	1.3	45.7	91.9	73.4
	F	762,722	64.0	13.4	9.8	21.3	9.9	83.1	44.7	71.3	47.6	46.5	86.9	46.8	78.8	97.1	61.9	98.7	54.3	8.1	26.6
WH*	T	1065408	89.4	95.2	93.0	84.7	89.8	90.5	93.3	89.9	92.0	96.7	92.0	91.8	92.0	77.6	89.2	94.1	82.3	89.4	75.2
	M	389,943	32.7	83.0	84.1	65.7	86.4	15.6	52.3	26.7	49.3	52.2	12.7	50.2	19.0	1.8	33.6	1.1	37.9	82.5	56.3
	F	675,457	56.7	12.2	8.9	19.0	8.6	74.9	41.0	63.2	42.7	44.5	79.3	41.6	73.0	75.8	55.6	93.0	44.4	6.9	18.9
MIN	T	126,596	10.6	4.8	7.0	15.3	11.0	9.5	6.7	10.1	7.9	3.3	8.0	8.1	8.0	22.3	10.9	5.9	17.7	10.6	24.8
	M	39,331	3.3	3.6	6.1	13.0	9.7	1.2	3.0	2.0	3.1	1.3	0.5	2.9	2.1	1.0	4.5	0.2	7.9	9.4	17.1
	F	87,265	7.3	1.2	0.9	2.3	1.3	8.3	3.7	8.1	4.8	2.0	7.5	5.2	5.9	21.3	6.4	5.7	9.8	1.2	7.7
BL*	T	97,613	8.2	2.9	5.8	13.7	9.2	7.8	5.3	8.4	6.1	1.8	7.1	6.0	5.6	13.8	7.2	3.5	14.3	6.0	16.5
	M	28,082	2.4	2.1	5.0	11.6	8.0	0.8	2.2	1.5	2.0	0.6	0.3	2.1	1.4	0.5	3.3	0.1	5.9	5.3	10.1
	F	69,531	5.8	0.8	0.8	2.1	1.2	7.0	3.1	6.9	4.1	1.2	6.8	3.9	4.2	13.3	3.9	3.4	8.4	0.7	6.4
HSP	T	22,417	1.9	1.4	0.9	0.9	1.5	1.1	1.0	1.3	1.3	0.8	0.4	1.7	1.6	7.2	3.0	1.9	2.8	3.8	7.5
	M	8,987	0.8	1.1	0.8	0.9	1.4	0.3	0.6	0.4	0.8	0.4	0.1	0.7	0.5	0.4	1.0	0.1	1.7	3.4	6.4
	F	13,430	1.1	0.3	0.1	***	0.1	0.8	0.4	0.9	0.5	0.4	0.3	1.0	1.1	6.8	2.0	1.8	1.1	0.4	1.1
AA#	T	2,923	0.2	0.1	---	0.3	0.1	0.4	0.2	0.2	0.2	0.4	0.4	---	0.4	0.2	0.2	0.2	0.2	0.2	0.3
	M	945	0.1	0.1	***	0.3	0.1	0.1	0.1	***	0.1	0.1	0.1	***	0.1	***	0.1	***	0.1	0.2	0.3
	F	1,978	0.2	***	***	---	***	0.3	0.1	0.2	0.1	0.3	0.3	***	0.3	0.2	0.1	0.2	0.1	***	***
IND	T	3,643	0.3	0.4	0.2	0.4	0.3	0.2	0.2	0.2	0.4	0.2	0.1	0.3	0.3	1.1	0.5	0.3	0.4	0.7	0.4
	M	1,317	0.1	0.3	0.2	0.2	0.2	***	0.1	0.1	0.2	0.1	***	0.1	0.1	0.1	0.1	***	0.2	0.6	0.3
	F	2,326	0.2	0.1	***	0.2	0.1	0.2	0.1	0.1	0.2	0.1	0.1	0.2	0.2	1.0	0.4	0.3	0.2	0.1	0.1

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

U.S. TOTAL
2,500 - 9,999 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 3,163
NO. OF SCHOOLS INCLUDED ---- 27,785

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	1191996	100.0	1.2	2.1	0.2	0.8	28.7	26.2	3.5	1.7	0.3	1.6	0.7	2.2	5.5	0.3	6.2	16.6	1.2	1.0
	M	429,274	100.0	3.0	5.2	0.5	1.9	13.4	40.2	2.8	2.5	0.4	0.6	1.1	1.3	0.4	0.3	0.2	21.1	3.0	2.1
	F	762,722	100.0	0.3	0.3	0.1	0.1	37.3	18.3	3.9	1.3	0.2	2.2	0.5	2.7	8.4	0.3	9.6	14.1	0.1	0.4
WH*	T	1065400	100.0	1.3	2.2	0.2	0.8	29.1	27.3	3.5	1.8	0.3	1.6	0.7	2.2	4.8	0.3	6.8	15.3	1.2	0.9
	M	389,963	100.0	3.2	5.4	0.5	1.9	13.7	41.8	2.8	2.6	0.5	0.6	1.1	1.3	0.3	0.3	0.2	18.2	2.9	1.8
	F	675,457	100.0	0.3	0.3	0.1	0.1	37.9	18.9	3.9	1.3	0.2	2.2	0.5	2.8	7.4	0.3	10.3	13.0	0.1	0.3
MIN	T	126,596	100.0	0.6	1.4	0.3	0.8	25.7	16.6	3.3	1.3	0.1	1.2	0.6	1.6	11.6	0.3	3.5	27.7	1.2	2.4
	M	39,331	100.0	1.3	3.8	0.9	2.2	10.9	24.0	2.1	1.6	0.1	0.2	0.6	1.4	1.7	0.4	0.4	39.4	3.3	5.3
	F	87,265	100.0	0.2	0.3	0.1	0.1	32.4	13.3	3.8	1.1	0.1	1.6	0.5	1.7	16.0	0.2	4.9	22.3	0.2	1.1
BL*	T	97,613	100.0	0.4	1.5	0.4	0.9	27.4	17.0	3.5	1.3	0.1	1.4	0.5	1.5	9.3	0.3	2.7	29.0	0.9	2.1
	M	28,082	100.0	1.1	4.4	1.1	2.6	10.3	24.2	2.2	1.5	0.1	0.2	0.6	1.3	1.2	0.4	0.3	41.4	2.6	4.4
	F	69,531	100.0	0.2	0.3	0.1	0.2	34.3	14.1	4.1	1.2	0.1	1.8	0.5	1.6	12.6	0.2	3.6	24.0	0.1	1.1
HSP	T	22,417	100.0	0.9	1.0	0.1	0.6	17.1	14.7	2.4	1.2	0.1	0.3	0.7	1.9	20.9	0.5	6.4	24.7	2.3	4.1
	M	8,987	100.0	1.8	2.4	0.3	1.4	11.2	22.3	1.6	1.9	0.2	0.2	0.7	1.5	2.7	0.4	0.7	37.0	5.2	8.6
	F	13,430	100.0	0.3	0.1	***	0.1	21.1	9.7	2.9	0.8	0.1	0.5	0.6	2.2	33.1	0.5	10.2	16.5	0.4	1.0
AA#	T	2,923	100.0	0.6	0.4	0.2	0.2	43.2	20.6	3.9	1.3	0.5	2.0	0.2	2.9	5.0	0.2	5.4	10.8	0.9	1.5
	M	945	100.0	1.2	1.0	0.7	0.5	25.8	33.2	1.9	1.9	0.4	1.2	0.3	1.7	1.9	0.3	1.1	20.3	2.4	4.1
	F	1,978	100.0	0.4	0.1	---	0.1	51.6	14.6	4.9	1.1	0.5	2.4	0.2	3.5	6.5	0.1	7.5	6.3	0.1	0.2
IND	T	3,643	100.0	1.6	1.7	0.3	0.7	17.5	14.8	1.6	2.0	0.2	0.9	0.8	2.5	20.4	0.4	7.4	23.3	2.4	1.6
	M	1,317	100.0	3.2	4.3	0.5	1.7	9.1	23.5	2.0	2.9	0.4	0.2	0.8	2.4	5.2	0.2	1.2	33.8	5.8	3.1
	F	2,326	100.0	0.6	0.3	0.2	0.2	22.3	9.8	1.4	1.5	0.1	1.2	0.8	2.6	29.1	0.5	10.8	17.4	0.4	0.7

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5). EEOC. 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

U.S. TOTAL
250- 2,499 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 3,333
NO. OF SCHOOLS INCLUDED ---- 11,636

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	682,459	258,811	423,648	636,623	45,836	26,604	13,341	1,087	4,804
OFFICIALS/ADMIN/MANAGERS	11,411	10,370	1,041	11,086	325	119	132	5	69
PRINCIPALS	18,325	17,038	1,287	17,696	629	379	142	11	97
ASST PRINCIPALS, TEACH	2,295	1,855	440	2,116	179	157	8	---	14
ASST PRINCIPALS, N.T.	2,645	2,222	423	2,440	205	142	24	11	28
ELEMENTARY TEACHERS	210,571	39,820	170,751	199,460	11,111	7,642	2,103	449	917
SECONDARY TEACHERS	176,038	104,532	71,506	168,895	7,143	4,424	1,796	227	696
OTHER TEACHERS	19,245	5,938	13,307	18,105	1,140	834	196	34	76
GUIDANCE	10,329	6,632	3,697	9,846	483	274	114	6	89
PSYCHOLOGICAL	1,241	653	588	1,208	33	9	9	11	4
LIBRARIANS/AUDIO-VISUAL	11,763	1,454	10,309	11,243	520	369	71	42	38
CONSULTANTS/SUPER OF INST	2,297	1,014	1,283	2,145	152	75	55	6	16
OTHER PROFESSIONALS	10,631	2,013	8,618	9,982	649	348	165	12	124
TEACHERS AIDES	40,204	1,408	38,796	33,093	7,111	2,457	3,399	94	1,161
TECHNICIANS	1,575	437	1,138	1,428	147	52	42	14	39
CLERICAL/SECRETARIAL	38,351	635	37,716	36,614	1,737	538	871	35	293
SERVICE WORKERS	108,982	51,328	57,654	96,561	12,421	7,893	3,411	110	1,007
SKILLED CRAFT	6,113	4,879	1,234	5,702	411	180	172	4	55
LABORERS, UNSKILLED	10,443	6,583	3,860	9,003	1,440	712	631	16	81
TOTAL, PART-TIME	92,581	26,507	66,074	87,783	4,798	2,052	2,090	190	466
PROFESSIONAL/INSTRUCTION	67,794	19,464	48,330	63,539	4,255	1,767	1,925	123	440
ALL OTHER	24,787	7,043	17,744	24,244	543	285	165	67	26
TOTAL, NEW HIRES	73,705	26,203	47,502	67,599	6,106	2,664	2,529	177	736
PROFESSIONAL STAFF	53,329	20,482	32,847	50,607	2,722	1,[illegible]	927	102	305
NON-PROFESSIONAL STAFF	20,376	5,721	14,655	16,992	3,384	1,[illegible]	1,602	75	431

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

U.S. TOTAL
250- 2,499 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 3,333
NO. OF SCHOOLS INCLUDED ---- 11,636

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	243,496	15,315	7,896	5,323	391	1,705	393,127	30,521	18,708	8,018	696	3,099
OFFICIALS/ADMIN/MANAGERS	10,097	273	94	114	2	63	989	52	25	18	3	6
PRINCIPALS	16,478	560	331	128	8	93	1,218	69	48	14	3	4
ASST PRINCIPALS, TEACH	1,715	140	119	7	---	14	401	39	38	1	---	---
ASST PRINCIPALS, N.T.	2,049	173	122	22	8	21	391	32	20	2	3	7
ELEMENTARY TEACHERS	38,021	1,799	823	709	84	183	161,439	9,312	6,819	[illegible]	365	734
SECONDARY TEACHERS	100,906	3,626	1,903	1,184	121	418	67,989	3,517	2,521	612	106	278
OTHER TEACHERS	5,692	246	155	61	9	21	12,413	894	679	135	25	55
GUIDANCE	6,342	290	136	88	4	62	3,504	193	138	26	2	27
PSYCHOLOGICAL	639	14	5	5	3	1	569	19	4	4	8	3
LIBRARIANS/AUDIO-VISUAL	1,406	48	18	7	22	1	9,837	472	351	64	20	37
CONSULTANTS/SUPER OF INST	965	49	12	26	5	6	1,180	103	63	29	1	10
OTHER PROFESSIONALS	1,807	206	99	56	2	49	8,175	443	249	109	10	75
TEACHERS AIDES	975	433	84	252	20	77	32,118	6,678	2,373	3,147	74	1,084
TECHNICIANS	399	38	5	11	---	22	1,029	109	47	31	14	17
CLERICAL/SECRETARIAL	578	57	7	31	2	17	36,036	1,680	531	840	33	276
SERVICE WORKERS	45,298	6,030	3,414	1,963	82	571	51,263	6,391	4,479	1,448	28	436
SKILLED CRAFT	4,547	332	131	165	3	33	1,155	79	49	7	1	22
LABORERS, UNSKILLED	5,582	1,001	438	494	16	53	3,421	439	274	137	---	28
TOTAL, PART-TIME	25,046	1,461	863	375	54	169	62,737	3,337	1,189	1,715	136	297
PROFESSIONAL/INSTRUCTION	18,160	1,304	780	330	30	164	45,379	2,951	987	1,595	93	276
ALL OTHER	6,886	157	83	45	24	5	17,358	386	202	120	43	21
TOTAL, NEW HIRES	24,347	1,856	804	727	82	243	43,252	4,250	1,860	1,802	95	493
PROFESSIONAL STAFF	19,563	919	367	369	43	140	31,044	1,803	1,021	558	59	165
NON-PROFESSIONAL STAFF	4,784	937	437	358	39	103	12,208	2,447	839	1,244	36	328

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

U.S. TOTAL
250- 2,499 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 3,333
NO. OF SCHOOLS INCLUDED ---- 11,636

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	682,459	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	258,811	37.9	90.9	93.0	80.8	84.0	18.9	59.4	30.9	64.2	52.6	12.4	44.1	18.9	3.5	27.7	1.7	47.1	79.8	63.0
	F	423,648	62.1	9.1	7.0	19.2	16.0	81.1	40.6	69.1	35.8	47.4	87.6	55.9	81.1	96.5	72.3	98.3	52.9	20.2	37.0
WH*	T	636,623	93.3	97.2	96.5	92.2	92.3	94.8	95.9	94.1	95.3	97.4	95.6	93.4	93.9	82.3	90.6	98.5	88.6	93.3	86.3
	M	243,496	35.7	88.5	89.9	74.7	77.5	18.1	57.3	29.6	61.4	51.5	12.0	42.0	17.0	2.4	25.3	1.5	41.6	74.4	53.5
	F	393,127	57.6	8.7	6.6	17.5	14.8	76.7	38.6	64.5	33.9	45.9	83.6	51.4	76.9	79.9	65.3	96.0	47.0	18.9	32.8
MIN	T	45,836	6.7	2.9	3.5	7.8	7.7	5.3	4.1	5.9	4.7	2.6	4.4	6.6	6.1	17.7	9.3	4.5	11.4	6.7	13.8
	M	15,315	2.2	2.4	3.1	6.1	6.5	0.9	2.1	1.3	2.8	1.1	0.4	2.1	1.9	1.1	2.4	0.1	5.5	5.4	9.6
	F	30,521	4.5	0.5	0.4	1.7	1.2	4.4	2.0	4.6	1.9	1.5	4.0	4.5	4.2	16.6	6.9	4.4	5.9	1.3	4.2
BL*	T	26,604	3.9	1.0	2.1	6.9	5.4	3.6	2.5	4.3	2.6	0.7	3.2	3.2	3.2	6.1	3.3	1.4	7.2	2.9	6.8
	M	[illegible]496	1.2	0.8	1.8	5.2	4.6	0.4	1.1	0.8	1.3	0.4	0.2	0.5	0.9	0.2	0.3	***	3.1	2.1	4.2
	F	18,708	2.7	0.2	0.3	1.7	0.8	3.2	1.4	3.5	1.3	0.3	3.0	2.7	2.3	5.9	3.0	1.4	4.1	0.8	2.6
HSP	T	13,3[illegible]	2.0	1.2	0.8	0.3	0.9	1.0	1.0	1.0	1.2	0.7	0.6	2.4	1.5	8.4	2.7	2.3	3.1	2.8	6.0
	M	5,32[illegible]	0.8	1.0	0.7	0.3	0.8	0.3	0.7	0.3	0.9	0.4	0.1	1.1	0.5	0.6	0.7	0.1	1.8	2.7	4.7
	F	8,018	1.2	0.2	0.1	***	0.1	0.7	0.3	0.7	0.3	0.3	0.5	1.3	1.0	7.8	2.0	2.2	1.3	0.1	1.3
AA#	T	1,887	0.2	---	---	---	0.4	0.2	0.2	0.1	---	0.8	0.4	0.2	0.1	0.2	0.9	0.1	0.1	---	0.2
	M	391	0.1	***	***	---	0.3	***	0.1	***	***	0.2	0.2	0.2	***	***	---	***	0.1	***	0.2
	F	696	0.1	***	***	---	0.1	0.2	0.1	0.1	***	0.6	0.2	***	0.1	0.2	0.9	0.1	***	***	---
IND	T	4,804	0.7	0.7	0.5	0.6	1.1	0.4	0.4	0.4	0.9	0.3	0.3	0.7	1.2	2.9	2.5	0.7	0.9	0.9	0.8
	M	1,705	0.2	0.6	0.5	0.6	0.8	0.1	0.2	0.1	0.6	0.1	***	0.3	0.5	0.2	1.4	***	0.5	0.5	0.5
	F	3,099	0.5	0.1	***	---	0.3	0.3	0.2	0.3	0.3	0.2	0.3	0.4	0.7	2.7	1.1	0.7	0.4	0.4	0.3

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

U.S. TOTAL
250- 2,499 STUDENTS
NO. OF DISTRICTS (SAMPLED) -- 3,333
NO. OF SCHOOLS INCLUDED ---- 11,636

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	682,459	100.0	1.7	2.7	0.3	0.4	30.9	25.8	2.8	1.5	0.2	1.7	0.3	1.6	5.9	0.2	5.6	16.8	0.9	1.5
	M	258,811	100.0	4.8	6.6	0.7	0.9	15.4	40.4	2.3	2.6	0.3	0.6	0.4	0.8	0.5	0.2	0.2	19.8	1.9	2.5
	F	423,648	100.0	0.2	0.3	0.1	0.1	40.3	16.9	3.1	0.9	0.1	2.4	0.3	2.0	9.2	0.3	8.9	13.6	0.3	0.9
WH*	T	636,623	100.0	1.7	2.8	0.3	0.4	31.3	26.5	2.8	1.5	0.2	1.8	0.3	1.6	5.2	0.2	5.8	15.2	0.9	1.4
	M	243,496	100.0	4.1	6.8	0.7	0.8	15.6	41.4	2.3	2.6	0.3	0.6	0.4	0.7	0.4	0.2	0.2	18.6	1.9	2.3
	F	393,127	100.0	0.3	0.3	0.1	0.1	41.1	17.3	3.2	0.9	0.1	2.5	0.3	2.1	8.2	0.3	9.2	13.0	0.3	0.9
MIN	T	45,836	100.0	0.7	1.4	0.4	0.4	24.2	15.6	2.5	1.1	0.1	1.1	0.3	1.4	15.5	0.3	3.8	27.1	0.9	3.1
	M	15,315	100.0	1.8	3.7	0.9	1.1	11.7	23.7	1.6	1.9	0.1	0.3	0.3	1.3	2.8	0.2	0.4	39.4	2.2	6.5
	F	30,521	100.0	0.2	0.2	0.1	0.1	30.5	11.5	2.9	0.6	0.1	1.5	0.3	1.5	21.9	0.4	5.5	20.9	0.3	1.4
BL*	T	26,684	100.0	0.4	1.4	0.6	0.5	28.7	16.6	3.1	1.8	***	1.4	0.3	1.3	9.2	0.2	2.0	29.7	0.7	2.7
	M	7,896	100.0	1.2	4.2	1.5	1.5	10.4	24.1	2.0	1.7	0.1	0.2	0.2	1.3	1.1	0.1	0.1	43.2	1.7	5.5
	F	18,788	100.0	0.1	0.3	0.2	0.1	36.4	13.5	3.6	0.7	***	1.9	0.3	1.3	12.7	0.3	2.8	23.9	0.3	1.5
HSP	T	13,341	100.0	1.0	1.1	0.1	0.2	15.8	13.5	1.5	0.9	0.1	0.5	0.4	1.2	25.5	0.3	6.5	25.6	1.3	4.7
	M	5,323	100.0	2.1	2.4	0.1	0.4	13.3	22.2	1.1	1.7	0.1	0.1	0.5	1.1	4.7	0.2	0.6	36.9	3.1	9.3
	F	8,018	100.0	0.2	0.2	***	***	17.4	7.6	1.7	0.3	***	0.8	0.4	1.4	39.2	0.4	10.5	18.1	0.1	1.7
AAS	T	1,887	100.0	0.5	1.0	---	1.0	41.3	20.9	3.1	0.6	1.0	3.9	0.6	1.1	8.6	1.3	3.2	10.1	0.4	1.5
	M	391	100.0	0.5	2.0	---	2.0	21.5	30.9	2.3	1.0	0.8	5.6	1.3	0.5	5.1	---	0.5	21.0	0.8	4.1
	F	696	100.0	0.4	0.4	---	0.4	52.4	15.2	3.6	0.3	1.1	2.9	0.1	1.4	10.6	2.0	4.7	4.0	0.1	---
IND	T	4,804	100.0	1.4	2.0	0.3	0.6	19.1	14.5	1.6	1.9	0.1	0.8	0.3	2.6	24.2	0.8	6.1	21.0	1.1	1.7
	M	1,705	100.0	3.7	5.5	0.8	1.2	10.7	24.5	1.2	3.6	0.1	0.1	0.4	2.9	4.5	1.3	1.0	33.5	1.9	3.1
	F	3,099	100.0	0.2	0.1	---	0.2	23.7	9.0	1.8	0.9	0.1	1.2	0.3	2.4	35.8	0.5	8.9	14.1	0.7	0.9

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5). EEOC. 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

UNITED STATES SUMMARY
NO. DIST. 74 - 6,948
NO. DIST. 75 - 7,248

TABLE 5. TREND ANALYSIS OF FULL-TIME EEO-5 EMPLOYMENT BY RACE/ETHNIC GROUP AND SEX, 1974-1975

	TOTAL EMPLOY	OFF/ADM MAN	PRIN-CIPALS	ASSNT PRIN	---CLASSROOM TEACHERS--- TOTAL**	ELEM	SECNDRY	OTHER PROF	TECH-NICIANS	TEACH AIDES	CLER/ SEC	CRAFT WKRS	LABOR-ERS	SERVICE WKRS
		TOTAL EMPLOYMENT AND PERCENT CHANGE (1974-1975)												
ALL T 74	3451881	38990	70455	37006	1995057	986955	885278	225826	14611	205577	215056	50199	41386	557718
75	3590411	43208	72285	39277	2047401	1004641	902103	236991	17121	223038	230154	58741	41949	580246
CHANGE	138530	4218	1830	2271	52344	17686	16825	11165	2510	17461	15098	8542	563	22528
% CHANGE	4.0	10.8	2.6	6.1	2.6	1.8	1.9	4.9	17.2	8.5	7.0	17.0	1.4	4.0
ALL M 74	1230914	33476	61535	29805	679187	165303	480621	74811	6603	9567	5236	46821	29736	254137
75	1273105	36690	63015	30985	696387	168258	488401	77539	7796	10955	5357	53278	30394	260709
CHANGE	42191	3214	1480	1180	17200	2955	7780	2728	1193	1388	121	6457	658	6572
% CHANGE	3.4	9.6	2.4	4.0	2.5	1.8	1.6	3.6	18.1	14.5	2.3	13.8	2.2	2.6
ALL F 74	2220967	5514	8920	7201	1315870	821652	404657	151015	8008	196010	209820	3378	11650	303581
75	2317306	6518	9270	8292	1351014	836383	413702	159452	9325	212083	224797	5463	11555	319537
CHANGE	96339	1004	350	1091	35144	14731	9045	8437	1317	16073	14977	2085	95-	15956
% CHANGE	4.3	18.2	3.9	15.2	2.7	1.8	2.2	5.6	16.4	8.2	7.1	61.7	.8-	5.3
WHITE T 74	2905857	36121	63903	30739	1754101	854278	795986	195704	12095	136569	191543	43352	30893	410837
75	3001134	39853	65208	32348	1790602	865438	808159	204723	13685	147201	203477	48775	30077	425185
CHANGE	95277	3732	1305	1609	36501	11152	12173	9019	1590	10632	11934	5423	816-	14348
% CHANGE	3.3	10.3	2.0	5.2	2.1	1.3	1.5	4.6	13.1	7.8	6.2	12.5	2.6-	3.5
WHITE M 74	1066635	31508	56547	25245	620397	148511	442838	66889	5635	4773	4146	40416	22443	188636
75	1096448	34409	57707	26042	633749	150522	448870	68875	6426	5444	3984	44991	21937	192884
CHANGE	29813	2901	1160	797	13352	2011	6032	1986	791	671	162-	4575	506-	4248
% CHANGE	2.8	9.2	2.1	3.2	2.2	1.4	1.4	3.0	14.0	14.1	3.9-	11.3	2.3-	2.3
WHITE F 74	1839222	4613	7356	5494	1133704	705767	353148	128815	6460	131796	187397	2936	8450	222201
75	1904686	5444	7501	6306	1156853	714908	359289	135848	7259	141757	199493	3784	8140	232301
CHANGE	65464	831	145	812	23149	9141	6141	7033	799	9961	12096	848	310-	10100
% CHANGE	3.6	18.0	2.0	14.8	2.0	1.3	1.7	5.5	12.4	7.6	6.5	28.9	3.7-	4.5
MIN T 74	546024	2869	6552	6267	240956	132677	89292	30122	2516	69008	23513	6847	10493	146881
75	589277	3355	7077	6929	256799	139211	93944	32268	3436	75837	26677	9966	11872	155061
CHANGE	43253	486	525	662	15843	6534	4652	2146	920	6829	3164	3119	1379	8180
% CHANGE	7.9	16.9	8.0	10.6	6.6	4.9	5.2	7.1	36.6	9.9	13.5	45.6	13.1	5.6
MIN M 74	164274	1968	4988	4560	58790	16792	37783	7922	968	4794	1090	6405	7293	65501
75	176657	2281	5308	4943	62638	17736	39531	8664	1370	5511	1373	8287	8457	67825
CHANGE	12378	313	320	383	3848	944	1748	742	402	717	283	1882	1164	2324
% CHANGE	7.5	15.9	6.4	8.4	6.5	5.6	4.6	9.4	41.5	15.0	26.0	29.4	16.0	3.5
MIN F 74	381745	901	1564	1707	182166	115885	51509	22208	1548	64214	22423	442	3200	81380
75	412620	1074	1769	1986	194161	121475	54413	23604	2066	70326	25304	1679	3415	87236
CHANGE	30875	173	205	279	11995	5590	2904	1404	518	6112	2881	1237	215	5856
% CHANGE	8.1	19.2	13.1	16.3	6.6	4.8	5.6	6.3	33.5	9.5	12.8	279.9	6.7	7.2
BLACK T 74	433073	2144	5405	5434	199303	110871	72279	24489	1809	47496	15769	4246	7490	119488
75	461486	2349	5784	5881	208673	113848	74769	25777	2516	51379	17767	6763	8245	126352
CHANGE	28413	205	379	447	9370	2977	2490	1288	707	3883	1998	2517	755	6864
% CHANGE	6.6	9.6	7.0	8.2	4.7	2.7	3.4	5.3	39.1	8.2	12.7	59.3	10.1	5.7
BLACK M 74	121707	1391	3993	3881	43732	12052	28304	5693	550	3128	597	3945	4750	50047
75	128776	1501	4209	4157	45623	12306	29007	6062	925	3411	825	5376	5356	51331
CHANGE	7069	110	216	276	1891	254	703	369	375	283	228	1431	606	1284
% CHANGE	5.8	7.9	5.4	7.1	4.3	2.1	2.5	6.5	68.2	9.0	38.2	36.3	12.8	2.6
BLACK F 74	311366	753	1412	1553	155571	98819	43975	18796	1259	44368	15172	301	2740	69441
75	332710	848	1575	1724	163050	101542	45762	19715	1591	47968	16942	1387	2889	75021
CHANGE	21344	95	163	171	7479	2723	1787	919	332	3600	1770	1086	149	5580
% CHANGE	6.9	12.6	11.5	11.0	4.8	2.8	4.1	4.9	26.4	8.1	11.7	360.8	5.4	8.0

**INCLUDES OTHER CLASSROOM TEACHERS NOT SHOWN SEPARATELY.
NOTE: PERCENT CHANGE (% CHANGE) = PERCENT THAT EMPLOYMENT IN AN OCCUPATION HAS CHANGED FOR ANY SEX/RACE/ETHNIC GROUP
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 5 (CONT.) TREND ANALYSIS OF FULL-TIME EEO-5 EMPLOYMENT BY RACE/ETHNIC GROUP AND SEX, 1974-1975

	TOTAL EMPLOY	OFF/ADM MAN	PRIN-CIPALS	ASSNT PRIN	---CLASSROOM TEACHERS--- TOTAL++	ELEM	SECNDRY	OTHER PROF	TECH-NICIANS	TEACH AIDES	CLER/ SEC	CRAFT WKRS	LABOR-ERS	SERVICE WKRS
	TOTAL EMPLOYMENT AND PERCENT CHANGE (1974-1975)													
HISP T 74	85704	521	770	622	27056	13774	11268	3782	472	18146	5796	2301	2558	23760
75	99523	767	948	773	33603	17244	13692	4575	558	20814	6849	2721	3194	24721
CHANGE	13739	246	178	151	6547	3470	2424	793	86	2668	1053	420	636	961
% CHANGE	16.0	47.2	23.1	24.3	24.2	25.2	21.5	21.0	18.2	14.7	18.2	18.3	24.9	4.0
HISP M 74	33111	408	671	520	10277	3293	6365	1539	283	1240	316	2183	2166	13508
75	38544	608	812	603	12627	4128	7649	1900	254	1675	387	2527	2773	14378
CHANGE	5433	200	141	83	2350	827	1284	361	29-	435	71	344	607	870
% CHANGE	16.4	49.0	21.0	16.0	22.9	25.1	20.2	23.5	10.2-	35.1	22.5	15.8	28.0	6.4
HISP F 74	52673	113	99	102	16779	10481	4903	2243	189	16906	5480	118	392	10252
75	60979	159	136	170	20976	13124	6043	2675	304	19139	6462	194	421	10343
CHANGE	8306	46	37	68	4197	2643	1140	432	115	2233	982	76	29	91
% CHANGE	15.8	40.7	37.4	66.7	25.0	25.2	23.3	19.3	60.8	13.2	17.9	64.4	7.4	.9
ASIAN T 74	13039	41	92	88	8467	4922	3007	926	143	836	1140	123	126	1057
75	15496	77	108	143	9630	5646	3345	1104	270	1128	1238	201	188	1409
CHANGE	2457	36	16	55	1163	724	338	178	127	292	98	78	62	352
% CHANGE	18.8	87.8	17.4	62.5	13.7	14.7	11.2	19.2	88.8	34.9	8.6	63.4	49.2	33.3
ASIAN M 74	3660	31	68	57	2219	646	1452	302	90	78	79	114	115	513
75	4711	42	75	79	2550	798	1625	379	145	201	109	171	177	783
CHANGE	1045	11	7	22	331	152	173	77	55	123	30	57	62	270
% CHANGE	28.5	35.5	10.3	38.6	14.9	23.5	11.9	25.5	61.1	157.7	38.0	50.0	53.9	52.6
ASIAN F 74	9373	10	24	31	6248	4276	1555	624	53	758	1061	-	11	544
75	10785	35	33	64	7080	4848	1720	725	125	927	1129	30	11	626
CHANGE	1414	25	9	33	832	572	165	101	72	169	68	21	---	82
% CHANGE	15.1	250.0	37.5	106.5	13.3	13.4	10.6	16.2	135.8	22.3	6.4	233.3	---	15.1
AMIND T 74	9443	123	225	87	3534	1858	1519	610	56	2105	490	104	239	1870
75	12772	162	237	132	4893	2473	2138	812	92	2516	823	281	245	2579
CHANGE	3329	39	12	45	1359	615	619	202	36	411	333	177	6	709
% CHANGE	35.3	31.7	5.3	51.7	38.5	33.1	40.8	33.1	64.3	19.5	68.0	170.2	2.5	37.9
AMIND M 74	3579	108	206	73	1391	416	929	247	24	232	27	95	199	977
75	4626	130	212	104	1838	512	1250	323	46	224	52	213	151	1333
CHANGE	1047	22	6	31	447	96	321	76	22	8-	25	118	48-	356
% CHANGE	29.3	20.4	2.9	42.5	32.1	23.1	34.6	30.8	91.7	3.4-	92.6	124.2	24.1-	36.4
AMIND F 74	5864	15	19	14	2143	1442	590	363	32	1873	463	9	40	893
75	8146	32	25	28	3055	1961	888	489	46	2292	771	68	94	1246
CHANGE	2282	17	6	14	912	519	298	126	14	419	308	59	54	353
% CHANGE	38.9	113.3	31.6	100.0	42.6	36.0	50.5	34.7	43.8	22.4	66.5	655.6	135.0	39.5

NO. OF SCHOOLS	69,312	74	ENROLLMENT SIZE	39,359,498	74
	69,439	75		40,363,496	75
CHANGE	127		CHANGE	1,003,998	
% CHANGE	.18		% CHANGE	2.55	

++INCLUDES OTHER CLASSROOM TEACHERS NOT SHOWN SEPARATELY.
NOTE: PERCENT CHANGE (% CHANGE) = PERCENT THAT EMPLOYMENT IN AN OCCUPATION HAS CHANGED FOR ANY SEX/RACE/ETHNIC GROUP
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

UNITED STATES SUMMARY
NO. DIST. 74 - 6,948
NO. DIST. 75 - 7,248

TABLE 6. TREND ANALYSIS OF FULL-TIME EEO-5 EMPLOYMENT BY RACE/ETHNIC GROUP AND SEX, 1974-1975

			TOTAL EMPLOY	OFF/ADM MAN	PRIN-CIPALS	ASSNT PRIN	---CLASSROOM TEACHERS--- TOTAL++	ELEM	SECNDRY	OTHER PROF	TECH-NICIANS	TEACH AIDES	CLER/ SEC	CRAFT WKRS	LABOR-ERS	SERVICE WKRS
									PARTICIPATION RATE							
ALL	T PR	74	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
		75	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
ALL	M PR	74	35.7	85.9	87.3	80.5	34.0	16.7	54.3	33.1	45.2	4.7	2.4	93.3	71.9	45.6
		75	35.5	84.9	87.2	78.9	34.0	16.7	54.1	32.7	45.5	4.9	2.3	90.7	72.5	44.9
ALL	F PR	74	64.3	14.1	12.7	19.5	66.0	83.3	45.7	66.9	54.8	95.3	97.6	6.7	28.1	54.4
		75	64.5	15.1	12.8	21.1	66.0	83.3	45.9	67.3	54.5	95.1	97.7	9.3	27.5	55.1
WHITE	T PR	74	84.2	92.6	90.7	83.1	87.9	86.6	89.9	86.7	82.8	66.4	89.1	86.4	74.6	73.7
		75	83.6	92.2	90.2	82.4	87.5	86.1	89.6	86.4	79.9	66.0	88.4	83.0	71.7	73.3
WHITE	M PR	74	39.9	80.8	80.3	68.2	31.1	15.0	50.0	29.6	38.6	2.3	1.9	80.5	54.2	33.8
		75	30.5	79.6	79.8	66.3	31.0	15.0	49.8	29.1	37.5	2.4	1.7	76.6	52.3	33.2
WHITE	F PR	74	53.3	11.8	10.4	14.8	56.8	71.5	39.9	57.0	44.2	64.1	87.1	5.8	20.4	39.8
		75	53.0	12.6	10.4	16.1	56.5	71.2	39.8	57.3	42.4	63.6	86.7	6.4	19.4	40.0
MIN	T PR	74	15.8	7.4	9.3	16.9	12.1	13.4	10.1	13.3	17.2	33.6	10.9	13.6	25.4	26.3
		75	16.4	7.8	9.8	17.6	12.5	13.9	10.4	13.6	20.1	34.0	11.6	17.0	28.3	26.7
MIN	M PR	74	4.8	5.0	7.1	12.3	2.9	1.7	4.3	3.5	6.6	2.3	.5	12.8	17.6	11.7
		75	4.9	5.3	7.3	12.6	3.1	1.8	4.4	3.7	8.0	2.5	.6	14.1	20.2	11.7
MIN	F PR	74	11.1	2.3	2.2	4.6	9.1	11.7	5.8	9.8	10.6	31.2	10.4	.9	7.7	14.6
		75	11.5	2.5	2.4	5.1	9.5	12.1	6.0	10.0	12.1	31.5	11.0	2.9	8.1	15.0
BLACK	T PR	74	12.5	5.5	7.7	14.7	10.0	11.2	8.2	10.8	12.4	23.1	7.3	8.5	18.1	21.4
		75	12.4	5.4	8.0	15.0	10.2	11.3	8.3	10.9	14.7	23.0	7.7	11.5	19.7	21.8
BLACK	M PR	74	3.5	3.6	5.7	10.5	2.2	1.2	3.2	2.5	3.8	1.5	.3	7.9	11.5	9.0
		75	3.6	3.5	5.8	10.6	2.2	1.2	3.2	2.6	5.4	1.5	.4	9.2	12.8	8.8
BLACK	F PR	74	9.0	1.9	2.0	4.2	7.8	10.0	5.0	8.3	8.6	21.6	7.1	.6	6.6	12.5
		75	9.3	2.0	2.2	4.4	8.0	10.1	5.1	8.3	9.3	21.5	7.4	2.4	6.9	12.9
HISP	T PR	74	2.5	1.3	1.1	1.7	1.4	1.4	1.3	1.7	3.2	8.8	2.7	4.6	6.2	4.3
		75	2.6	1.8	1.3	2.0	1.6	1.7	1.5	1.9	3.3	9.3	3.0	4.6	7.6	4.3
HISP	M PR	74	1.0	1.0	1.0	1.4	.5	.3	.7	.7	1.9	.6	.1	4.3	5.2	2.4
		75	1.1	1.4	1.1	1.5	.6	.4	.8	.8	1.5	.8	.2	4.3	6.6	2.5
HISP	F PR	74	1.5	.3	.1	.3	.8	1.1	.6	1.0	1.3	8.2	2.5	.2	.9	1.8
		75	1.7	.4	.2	.4	1.0	1.3	.7	1.1	1.8	8.6	2.8	.3	1.0	1.8
ASIAN	T PR	74	.4	.1	.1	.2	.4	.5	.3	.4	1.0	.4	.5	.2	.3	.2
		75	.4	.2	.1	.4	.5	.6	.4	.5	1.6	.5	.5	.3	.4	.2
ASIAN	M PR	74	.1	.1	.1	.2	.1	.1	.2	.1	.6	•	•	.2	.3	.1
		75	.1	.1	.1	.2	.1	.1	.2	.2	.8	.1	•	.3	.4	.1
ASIAN	F PR	74	.3	•	•	.1	.3	.4	.2	.3	.4	.4	.5	•	•	.1
		75	.3	.1	•	.2	.3	.5	.2	.3	.7	.4	.5	.1	•	.1
AMIND	T PR	74	.3	.3	.3	.2	.2	.2	.2	.3	.4	1.0	.2	.2	.6	.3
		75	.4	.4	.3	.3	.2	.2	.2	.3	.5	1.1	.4	.5	.6	.4
AMIND	M PR	74	.1	.3	.3	.2	.1	•	.1	.1	.2	.1	•	.2	.5	.2
		75	.1	.3	.3	.3	.1	.1	.1	.1	.3	.1	•	.4	.4	.2
AMIND	F PR	74	.2	•	•	•	.1	.1	.1	.2	.2	.9	.2	•	.1	.2
		75	.2	.1	•	.1	.1	.2	.1	.2	.3	1.0	.3	.1	.2	.2

++INCLUDES OTHER CLASSROOM TEACHERS NOT SHOWN SEPARATELY. • LESS THAN 0.05 PERCENT
NOTE: PARTICIPATION RATE (PR) = PERCENT OF JOBS HELD BY ANY SEX/RACE/ETHNIC GROUP
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

UNITED STATES SUMMARY
NO. DIST. '74 - 6,948
NO. DIST. '75 - 7,248

TABLE 7. TREND ANALYSIS OF FULL-TIME EEO-5 EMPLOYMENT BY RACE/ETHNIC GROUP AND SEX, 1974-1975

			TOTAL EMPLOY	OFF/ADM MAN	PRIN-CIPALS	ASSNT PRIN	---CLASSROOM TEACHERS--- TOTAL++	ELEM	SECNDRY	OTHER PROF	TECH-NICIANS	TEACH AIDES	CLER/ SEC	CRAFT WKRS	LABOR-ERS	SERVICE WKRS
				OCCUPATIONAL DISTRIBUTION												
ALL	T	OD 74	100.0	1.1	2.0	1.1	57.8	28.6	25.6	6.5	.4	6.0	6.2	1.5	1.2	16.2
		75	100.0	1.2	2.0	1.1	57.0	28.0	25.1	6.6	.5	6.2	6.4	1.6	1.2	16.2
ALL	M	OD 74	100.0	2.7	5.0	2.4	55.2	13.4	39.0	6.1	.5	.8	.4	3.8	2.4	20.6
		75	100.0	2.9	4.9	2.4	54.7	13.2	38.4	6.1	.6	.9	.4	4.2	2.4	20.5
ALL	F	OD 74	100.0	.2	.4	.3	59.2	37.0	18.2	6.8	.4	8.8	9.4	.2	.5	13.7
		75	100.0	.3	.4	.4	58.3	36.1	17.9	6.9	.4	9.2	9.7	.2	.5	13.8
WHITE	T	OD 74	100.0	1.2	2.2	1.1	60.4	29.4	27.4	6.7	.4	4.7	6.6	1.5	1.1	14.1
		75	100.0	1.3	2.2	1.1	59.7	28.8	26.9	6.8	.5	4.9	6.8	1.6	1.0	14.2
WHITE	M	OD 74	100.0	3.0	5.3	2.4	58.2	13.9	41.5	6.3	.5	.4	.4	3.8	2.1	17.7
		75	100.0	3.1	5.3	2.4	57.8	13.7	40.9	6.3	.6	.5	.4	4.1	2.0	17.6
WHITE	F	OD 74	100.0	.3	.4	.3	61.6	38.4	19.2	7.0	.4	7.2	10.2	.2	.5	12.1
		75	100.0	.3	.4	.3	60.7	37.5	18.9	7.1	.4	7.4	10.5	.2	.4	12.2
MIN	T	OD 74	100.0	.5	1.2	1.1	44.1	24.3	16.4	5.5	.5	12.6	4.3	1.3	1.9	26.9
		75	100.0	.6	1.2	1.2	43.6	23.6	15.9	5.5	.6	12.9	4.5	1.7	2.0	26.3
MIN	M	OD 74	100.0	1.2	3.0	2.8	35.8	10.2	23.0	4.8	.6	2.9	.7	3.9	4.4	39.9
		75	100.0	1.3	3.0	2.8	35.5	10.0	22.4	4.9	.8	3.1	.8	4.7	4.8	38.4
MIN	F	OD 74	100.0	.2	.4	.4	47.7	30.4	13.5	5.8	.4	16.8	5.9	.1	.8	21.3
		75	100.0	.3	.4	.5	47.1	29.4	13.2	5.7	.5	17.0	6.1	.4	.8	21.1
BLACK	T	OD 74	100.0	.5	1.2	1.3	46.0	25.6	16.7	5.7	.4	11.0	3.6	1.0	1.7	27.6
		75	100.0	.5	1.3	1.3	45.2	24.7	16.2	5.6	.5	11.1	3.8	1.5	1.8	27.4
BLACK	M	OD 74	100.0	1.1	3.3	3.2	35.9	9.9	23.3	4.7	.5	2.6	.5	3.2	3.9	41.1
		75	100.0	1.2	3.3	3.2	35.4	9.6	22.5	4.7	.7	2.6	.6	4.2	4.2	39.9
BLACK	F	OD 74	100.0	.2	.5	.5	50.0	31.7	14.1	6.0	.4	14.2	4.9	.1	.9	22.3
		75	100.0	.3	.5	.5	49.0	30.5	13.8	5.9	.5	14.4	5.1	.4	.9	22.5
HISP	T	OD 74	100.0	.6	.9	.7	31.5	16.1	13.1	4.4	.6	21.2	6.8	2.7	3.0	27.7
		75	100.0	.8	1.0	.8	33.8	17.3	13.8	4.6	.6	20.9	6.9	2.7	3.2	24.8
HISP	M	OD 74	100.0	1.2	2.0	1.6	31.0	9.9	19.2	4.6	.9	3.7	1.0	6.6	6.5	40.8
		75	100.0	1.6	2.1	1.6	32.8	10.7	19.8	4.9	.7	4.3	1.0	6.6	7.2	37.3
HISP	F	OD 74	100.0	.2	.2	.2	31.9	19.9	9.3	4.3	.4	32.1	10.4	.2	.7	19.5
		75	100.0	.3	.2	.3	34.4	21.5	9.9	4.4	.5	31.4	10.6	.3	.7	17.0
ASIAN	T	OD 74	100.0	.3	.7	.7	64.9	37.7	23.1	7.1	1.1	6.4	8.7	.9	1.0	8.1
		75	100.0	.5	.7	.9	62.1	36.4	21.6	7.1	1.7	7.3	8.0	1.3	1.2	9.1
ASIAN	M	OD 74	100.0	.8	1.9	1.6	60.5	17.6	39.6	8.2	2.5	2.1	2.2	3.1	3.1	14.0
		75	100.0	.9	1.6	1.7	54.1	16.9	34.5	8.0	3.1	4.3	2.3	3.6	3.8	16.6
ASIAN	F	OD 74	100.0	.1	.3	.3	66.7	45.6	16.6	6.7	.6	8.1	11.3	.1	.1	5.8
		75	100.0	.3	.3	.6	65.6	45.0	15.9	6.7	1.2	8.6	10.5	.3	.1	5.8
AMIND	T	OD 74	100.0	1.3	2.4	.9	37.4	19.7	16.1	6.5	.6	22.3	5.2	1.1	2.5	19.8
		75	100.0	1.3	1.9	1.0	38.3	19.4	16.7	6.4	.7	19.7	6.4	2.2	1.9	20.2
AMIND	M	OD 74	100.0	3.0	5.8	2.0	38.9	11.6	26.0	6.9	.7	6.5	.8	2.7	5.6	27.3
		75	100.0	2.8	4.6	2.2	39.7	11.1	27.0	7.0	1.0	4.8	1.1	4.6	3.3	28.8
AMIND	F	OD 74	100.0	.3	.3	.2	36.5	24.6	10.1	6.2	.5	31.9	7.9	.2	.7	15.2
		75	100.0	.4	.3	.3	37.5	24.1	10.9	6.0	.6	28.1	9.5	.8	1.2	15.3

++INCLUDES OTHER CLASSROOM TEACHERS NOT SHOWN SEPARATELY.
NOTE: DUE TO ROUNDING PERCENTAGES MAY NOT ADD TO 100.0
NOTE: OCCUPATIONAL DISTRIBUTION (OD) = PERCENT OF ANY SEX/RACE/ETHNIC GROUP EMPLOYED IN AN OCCUPATION
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

UNITED STATES SUMMARY
NO. DIST. 74 - 8,948
NO. DIST. 75 - 7,248

TABLE 8. TREND ANALYSIS OF FULL-TIME EEO-5 EMPLOYMENT BY RACE/ETHNIC GROUP AND SEX, 1974-1975

		TOTAL EMPLOY	OFF/ADM MAN	PRIN-CIPALS	ASSNT PRIN	---CLASSROOM TEACHERS--- TOTAL**	ELEM	SECNDRY	OTHER PROF	TECH-NICIANS	TEACH AIDES	CLER/ SEC	CRAFT WKRS	LABOR-ERS	SERVICE WKRS
							CHANGE (1974 - 1975)								
ALL	T CHNG	138530	4218	1830	2271	52344	17686	16825	11165	2510	17461	15098	8542	563	22528
ALL	M CHNG	42194	3214	1480	1180	17200	2955	7780	2728	1193	1388	121	6457	658	6572
ALL	F CHNG	96339	1004	350	1091	35144	14731	9045	8437	1317	16073	14977	2085	95-	15956
WHITE	T CHNG	95277	3732	1305	1609	36501	11152	12173	9019	1590	10632	11934	5423	816-	14348
WHITE	M CHNG	29813	2901	1160	797	13352	2011	6032	1986	791	671	162-	4575	506-	4248
WHITE	F CHNG	65464	831	145	812	23149	9141	6141	7033	799	9961	12096	848	310-	10100
MIN	T CHNG	43253	486	525	662	15843	6534	4652	2146	920	6829	3164	3119	1379	8180
MIN	M CHNG	12376	313	320	383	3848	944	1748	742	402	717	283	1882	1164	2324
MIN	F CHNG	30877	173	205	279	11995	5590	2904	1404	518	6112	2881	1237	215	5856
BLACK	T CHNG	28413	205	379	447	9370	2977	2490	1288	707	3883	1998	2517	755	6864
BLACK	M CHNG	7009	110	216	276	1891	254	703	369	375	283	228	1431	606	1284
BLACK	F CHNG	21344	95	163	171	7479	2723	1787	919	332	3600	1770	1086	149	5580
HISP	T CHNG	13739	246	178	151	6547	3470	2424	793	86	2668	1053	420	636	961
HISP	M CHNG	5433	200	141	83	2350	827	1284	361	29-	435	71	344	607	870
HISP	F CHNG	8306	46	37	68	4197	2643	1140	432	115	2233	982	76	29	91
ASIAN	T CHNG	2457	36	16	55	1163	724	338	178	127	292	98	78	62	352
ASIAN	M CHNG	1043	11	7	22	331	152	173	77	55	123	30	57	62	270
ASIAN	F CHNG	1414	25	9	33	832	572	165	101	72	169	68	21	---	82
AMIND	T CHNG	3329	39	12	45	1359	615	619	202	36	411	333	177	6	709
AMIND	M CHNG	1047	22	6	31	447	96	321	76	22	8-	25	118	48-	356
AMIND	F CHNG	2282	17	6	14	912	519	298	126	14	419	308	59	54	353
						CONTRIBUTION TO CHANGE /// () = OFFSETTING CHANGE									
ALL	T CC	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
ALL	M CC	30.5	76.2	80.9	52.0	32.9	16.7	46.2	24.4	47.5	7.9	.8	75.6	116.9	29.2
ALL	F CC	69.5	23.8	19.1	48.0	67.1	83.3	53.8	75.6	52.5	92.1	99.2	24.4	(16.9)	70.8
WHITE	T CC	68.8	88.5	71.3	70.8	69.7	63.1	72.4	80.8	63.3	60.9	79.0	63.5	(144.9)	63.7
WHITE	M CC	21.5	68.8	63.4	35.1	25.5	11.4	35.9	17.8	31.5	3.8	(1.1)	53.6	(89.9)	18.9
WHITE	F CC	47.3	19.7	7.9	35.8	44.2	51.7	36.5	63.0	31.8	57.0	80.1	9.9	(55.1)	44.8
MIN	T CC	31.2	11.5	28.7	29.2	30.3	36.9	27.6	19.2	36.7	39.1	21.0	36.5	244.9	36.3
MIN	M CC	8.9	7.4	17.5	16.9	7.4	5.3	10.4	6.6	16.0	4.1	1.9	22.0	206.7	10.3
MIN	F CC	22.3	4.1	11.2	12.3	22.9	31.6	17.3	12.6	20.6	35.0	19.1	14.5	38.2	26.0
BLACK	T CC	20.5	4.9	20.7	19.7	17.9	16.8	14.8	11.5	28.2	22.2	13.2	29.5	134.1	30.5
BLACK	M CC	5.1	2.6	11.8	12.2	3.6	1.4	4.2	3.3	14.9	1.6	1.5	16.8	107.6	5.7
BLACK	F CC	15.4	2.3	8.9	7.5	14.3	15.4	10.6	8.2	13.2	20.6	11.7	12.7	26.5	24.8
HISP	T CC	9.9	5.8	9.7	6.6	12.5	19.6	14.4	7.1	3.4	15.3	7.0	4.9	113.0	4.3
HISP	M CC	3.9	4.7	7.7	3.7	4.5	4.7	7.6	3.2	(1.2)	2.5	.5	4.0	107.8	3.9
HISP	F CC	6.0	1.1	2.0	3.0	8.0	14.9	6.8	3.9	4.6	12.8	6.5	.9	5.2	.4
ASIAN	T CC	1.8	.9	.9	2.4	2.2	4.1	2.0	1.6	5.1	1.7	.6	.9	11.0	1.6
ASIAN	M CC	.8	.3	.4	1.0	.6	.9	1.0	.7	2.2	.7	.2	.7	11.0	1.2
ASIAN	F CC	1.0	.6	.5	1.5	1.6	3.2	1.0	.9	2.9	1.0	.5	.2	---	.4
AMIND	T CC	2.4	.9	.7	2.0	2.6	3.5	3.7	1.8	1.4	2.4	2.2	2.1	1.1	3.1
AMIND	M CC	.8	.5	.3	1.4	.9	.5	1.9	.7	.9	**	.2	1.4	(8.5)	1.6
AMIND	F CC	1.6	.4	.3	.6	1.7	2.9	1.8	1.1	.6	2.4	2.0	.7	9.6	1.6

**INCLUDES OTHER CLASSROOM TEACHERS NOT SHOWN SEPARATELY. ** BETWEEN 0.0 AND -0.05 PERCENT

NOTE: CONTRIBUTION TO CHANGE (CC) = PERCENT OF TOTAL CHANGE IN AN OCCUPATION ACCOUNTED FOR BY ANY SEX/RACE/ETHNIC GROUP

SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

ALABAMA
NO. OF DISTRICTS (SAMPLED) — 116
NO. OF SCHOOLS INCLUDED —— 1,298

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	56,075	14,549	41,526	37,664	18,411	18,378	20	8	5
OFFICIALS/ADMIN/MANAGERS	384	316	68	330	54	54	---	---	---
PRINCIPALS	1,307	1,108	199	1,024	283	283	---	---	---
ASST PRINCIPALS, TEACH	217	191	26	151	66	66	---	---	---
ASST PRINCIPALS, N.T.	371	329	42	256	115	115	---	---	---
ELEMENTARY TEACHERS	15,199	863	14,336	10,340	4,859	4,854	3	2	---
SECONDARY TEACHERS	14,785	5,977	8,808	10,971	3,814	3,797	11	3	3
OTHER TEACHERS	2,338	452	1,886	1,542	796	796	---	---	---
GUIDANCE	777	238	539	573	204	203	1	---	---
PSYCHOLOGICAL	52	12	40	45	7	7	---	---	---
LIBRARIANS/AUDIO-VISUAL	947	29	918	664	283	282	---	1	---
CONSULTANTS/SUPER OF INST	317	106	211	240	77	77	---	---	---
OTHER PROFESSIONALS	645	226	419	427	218	218	---	---	---
TEACHERS AIDES	2,444	57	2,387	1,478	966	963	2	1	---
TECHNICIANS	[illegible]	41	137	159	19	19	---	---	---
CLERICAL/SECRETARIAL	2,317	26	2,291	1,916	401	401	---	---	---
SERVICE WORKERS	12,276	3,525	8,751	6,689	5,587	5,581	3	1	2
SKILLED CRAFT	727	660	67	593	134	134	---	---	---
LABORERS, UNSKILLED	794	393	401	266	528	528	---	---	---
TOTAL, PART-TIME	1,866	599	1,267	1,133	733	727	2	4	---
PROFESSIONAL/INSTRUCTION	1,390	[illegible]	865	797	593	589	2	2	---
ALL OTHER	476	74	402	336	140	138	---	2	---
TOTAL, NEW HIRES	5,588	1,469	4,119	4,193	1,395	1,388	4	3	---
PROFESSIONAL STAFF	4,183	1,039	3,144	3,300	883	878	2	3	---
NON-PROFESSIONAL STAFF	1,405	430	975	893	512	510	2	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

ALABAMA
NO. OF DISTRICTS (SAMPLED) — 116
NO. OF SCHOOLS INCLUDED —— 1,298

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	9,961	4,588	4,578	6	2	2	27,703	13,823	13,800	14	6	3
OFFICIALS/ADMIN/MANAGERS	282	34	34	---	---	---	48	20	20	---	---	---
PRINCIPALS	857	251	251	---	---	---	167	32	32	---	---	---
ASST PRINCIPALS, TEACH	130	61	61	---	---	---	21	5	5	---	---	---
ASST PRINCIPALS, N.T.	222	107	107	---	---	---	34	8	8	---	---	---
ELEMENTARY TEACHERS	581	282	282	---	---	---	9,759	4,577	4,572	3	2	---
SECONDARY TEACHERS	4,540	1,437	1,431	3	2	1	6,431	2,377	2,366	8	1	2
OTHER TEACHERS	343	109	109	---	---	---	1,199	687	687	---	---	---
GUIDANCE	181	57	56	1	---	---	392	147	147	---	---	---
PSYCHOLOGICAL	10	2	2	---	---	---	35	5	5	---	---	---
LIBRARIANS/AUDIO-VISUAL	19	10	10	---	---	---	645	273	272	---	1	---
CONSULTANTS/SUPER OF INST	83	23	23	---	---	---	157	54	54	---	---	---
OTHER PROFESSIONALS	140	86	86	---	---	---	287	132	132	---	---	---
TEACHERS AIDES	26	31	31	---	---	---	1,452	935	932	2	1	---
TECHNICIANS	38	3	3	---	---	---	121	16	16	---	---	---
CLERICAL/SECRETARIAL	20	6	6	---	---	---	1,896	395	395	---	---	---
SERVICE WORKERS	1,817	1,708	1,705	2	---	1	4,872	3,879	3,876	1	1	1
SKILLED CRAFT	530	130	130	---	---	---	63	4	4	---	---	---
LABORERS, UNSKILLED	142	251	251	---	---	---	124	277	277	---	---	---
TOTAL, PART-TIME	307	292	288	---	4	---	826	441	439	2	---	---
PROFESSIONAL/INSTRUCTION	249	276	274	---	2	---	548	317	315	2	---	---
ALL OTHER	58	16	14	---	2	---	278	124	124	---	---	---
TOTAL, NEW HIRES	1,090	379	377	2	---	---	3,103	1,016	1,011	2	3	---
PROFESSIONAL STAFF	841	198	197	1	---	---	2,459	685	681	1	3	---
NON-PROFESSIONAL STAFF	249	181	180	1	---	---	644	331	330	1	---	---

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ALABAMA
NO. OF DISTRICTS (SAMPLED) — 116
NO. OF SCHOOLS INCLUDED ---- 1,298

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	56,075	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	14,549	25.9	82.3	84.8	88.0	88.7	5.7	40.4	19.3	30.6	23.1	3.1	33.4	35.0	2.3	23.0	1.1	28.7	90.8	49.5
	F	41,526	74.1	17.7	15.2	12.0	11.3	94.3	59.6	80.7	69.4	76.9	96.9	66.6	65.0	97.7	77.0	98.9	71.3	9.2	50.5
WH*	T	37,664	67.2	85.9	78.4	69.6	69.0	68.0	74.2	66.0	73.8	86.5	70.1	75.7	66.2	60.5	89.3	82.7	54.5	81.6	33.5
	M	9,961	17.8	73.4	65.6	59.9	59.8	3.8	30.7	14.7	23.3	19.2	2.0	26.2	21.7	1.1	21.3	0.9	14.8	72.9	17.9
	F	27,703	49.4	12.5	12.8	9.7	9.2	64.2	43.5	51.3	50.5	67.3	68.1	49.5	44.5	59.4	68.0	81.8	39.7	8.7	15.6
MIN	T	18,411	32.8	14.1	21.6	30.4	31.0	32.0	25.8	34.1	26.2	13.4	29.9	24.3	33.8	39.6	10.7	17.3	45.5	18.5	66.5
	M	4,588	8.2	8.9	19.2	28.1	28.8	1.9	9.7	4.7	7.3	3.8	1.1	7.3	13.3	1.3	1.7	0.3	13.9	17.9	31.6
	F	13,823	24.7	5.2	2.4	2.3	2.2	30.1	16.1	29.4	18.9	9.6	28.8	17.0	20.5	38.3	9.0	17.0	31.6	0.6	34.9
BL*	T	18,378	32.8	14.1	21.6	30.4	31.0	32.0	25.7	34.1	26.1	13.4	29.8	24.3	33.8	39.4	10.7	17.3	45.5	18.5	66.5
	M	4,578	8.2	8.9	19.2	28.1	28.8	1.9	9.7	4.7	7.2	3.8	1.1	7.3	13.3	1.3	1.7	0.3	13.9	17.9	31.6
	F	13,800	24.6	5.2	2.4	2.3	2.2	30.1	16.0	29.4	18.9	9.6	28.7	17.0	20.5	38.1	9.0	17.0	31.6	0.6	34.9
HSP	T	20	***	---	---	---	---	---	0.1	---	0.1	---	---	---	---	0.1	---	---	---	---	---
	M	6	***	---	---	---	---	---	***	---	0.1	---	---	---	---	---	---	---	***	---	---
	F	14	***	---	---	---	---	***	0.1	---	---	---	---	---	---	0.1	---	---	***	---	---
AAS	T	8	***	---	---	---	---	---	---	---	---	---	0.1	---	---	---	---	---	---	---	---
	M	2	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	---	---	---
	F	6	***	---	---	---	---	***	***	---	---	---	0.1	---	---	***	---	---	***	---	---
IND	T	5	***	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	M	2	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	***	---	---
	F	3	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	***	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ALABAMA
NO. OF DISTRICTS (SAMPLED) — 116
NO. OF SCHOOLS INCLUDED ——— 1,298

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	56,075	100.0	0.7	2.3	0.4	0.7	27.1	26.4	4.2	1.4	0.1	1.7	0.6	1.2	4.4	0.3	4.1	21.9	1.3	1.4
	M	14,549	100.0	2.2	7.6	1.3	2.3	5.9	41.1	3.1	1.6	0.1	0.2	0.7	1.6	0.4	0.3	0.2	24.2	4.5	2.7
	F	41,526	100.0	0.2	0.5	0.1	0.1	34.5	21.2	4.5	1.3	0.1	2.2	0.5	1.0	5.7	0.3	5.5	21.1	0.2	1.0
WH*	T	37,664	100.0	0.9	2.7	0.4	0.7	27.5	29.1	4.1	1.5	0.1	1.8	0.6	1.1	3.9	0.4	5.1	17.8	1.6	0.7
	M	9,961	100.0	2.8	8.6	1.3	2.2	5.8	45.6	3.4	1.8	0.1	0.2	0.8	1.4	0.3	0.4	0.2	18.2	5.3	1.4
	F	27,703	100.0	0.2	0.6	0.1	0.1	35.2	23.2	4.3	1.4	0.1	2.3	0.6	1.0	5.2	0.4	6.8	17.6	0.2	0.4
MIN	T	18,411	100.0	0.3	1.5	0.4	0.6	26.4	20.7	4.3	1.1	***	1.5	0.4	1.2	5.2	0.1	2.2	30.3	0.7	2.9
	M	4,588	100.0	0.7	5.5	1.3	2.3	6.1	31.3	2.4	1.2	***	0.2	0.5	1.9	0.7	0.1	0.1	37.2	2.8	5.5
	F	13,823	100.0	0.1	0.2	***	0.1	33.1	17.2	5.0	1.1	***	2.0	0.4	1.0	6.8	0.1	2.9	28.1	***	2.0
BL*	T	18,378	100.0	0.3	1.5	0.4	0.6	26.4	20.7	4.3	1.1	***	1.5	0.4	1.2	5.2	0.1	2.2	30.4	0.7	2.9
	M	4,578	100.0	0.7	5.5	1.3	2.3	6.2	31.3	2.4	1.2	***	0.2	0.5	1.9	0.7	0.1	0.1	37.2	2.8	5.5
	F	13,800	100.0	0.1	0.2	***	0.1	33.1	17.1	5.0	1.1	***	2.0	0.4	1.0	6.8	0.1	2.9	28.1	***	2.0
HSP	T	20	100.0	---	---	---	---	15.0	55.0	---	5.0	---	---	---	---	10.0	---	---	15.0	---	---
	M	6	100.0	---	---	---	---	---	50.0	---	16.7	---	---	---	---	---	---	---	33.3	---	---
	F	14	100.0	---	---	---	---	21.4	57.1	---	---	---	---	---	---	14.3	---	---	7.1	---	---
AA#	T	8	100.0	---	---	---	---	25.0	37.5	---	---	---	12.5	---	---	12.5	---	---	12.5	---	---
	M	2	100.0	---	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	---
	F	6	100.0	---	---	---	---	33.3	16.7	---	---	---	16.7	---	---	16.7	---	---	16.7	---	---
IND	T	5	100.0	---	---	---	---	---	60.0	---	---	---	---	---	---	---	---	---	40.0	---	---
	M	2	100.0	---	---	---	---	---	50.0	---	---	---	---	---	---	---	---	---	50.0	---	---
	F	3	100.0	---	---	---	---	---	66.7	---	---	---	---	---	---	---	---	---	33.3	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

ALASKA
NO. OF DISTRICTS (SAMPLED) — 5
NO. OF SCHOOLS INCLUDED —— 280

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	7,070	2,776	4,294	6,076	994	345	57	63	529
OFFICIALS/ADMIN/MANAGERS	171	128	43	148	23	11	—	3	9
PRINCIPALS	178	158	20	166	12	5	—	2	5
ASST PRINCIPALS, TEACH	46	33	13	44	2	—	—	—	2
ASST PRINCIPALS, N.T.	51	45	6	47	4	3	—	—	1
ELEMENTARY TEACHERS	1,830	441	1,389	1,679	151	61	10	16	64
SECONDARY TEACHERS	1,528	861	667	1,408	120	51	16	16	37
OTHER TEACHERS	372	116	256	339	33	18	5	1	9
GUIDANCE	102	48	54	91	11	5	—	—	6
PSYCHOLOGICAL	18	8	10	17	1	—	—	1	—
LIBRARIANS/AUDIO-VISUAL	112	11	101	104	8	4	1	—	3
CONSULTANTS/SUPER OF INST	33	13	20	26	7	3	2	—	2
OTHER PROFESSIONALS	167	30	137	148	19	7	3	1	8
TEACHERS AIDES	463	51	412	296	167	19	2	3	143
TECHNICIANS	29	5	24	27	2	—	—	—	2
CLERICAL/SECRETARIAL	564	18	546	515	49	12	2	4	31
SERVICE WORKERS	1,117	558	559	799	318	135	10	12	161
SKILLED CRAFT	226	213	13	184	42	10	3	3	26
LABORERS, UNSKILLED	63	39	24	38	25	1	3	1	20
TOTAL, PART-TIME	917	129	788	647	270	15	6	7	242
PROFESSIONAL/INSTRUCTION	756	105	651	522	234	15	6	7	206
ALL OTHER	161	24	137	125	36	—	—	—	36
TOTAL, NEW HIRES	1,581	465	1,116	1,291	290	92	7	19	172
PROFESSIONAL STAFF	905	289	616	785	120	48	5	11	56
NON-PROFESSIONAL STAFF	676	176	500	506	170	44	2	8	116

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

ALASKA
NO. OF DISTRICTS (SAMPLED) — 9
NO. OF SCHOOLS INCLUDED — 280

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	2,420	356	117	18	29	192	3,656	638	228	39	34	337
OFFICIALS/ADMIN/MANAGERS	119	9	5	---	1	3	29	14	6	---	2	6
PRINCIPALS	149	9	4	---	1	4	17	3	1	---	1	1
ASST PRINCIPALS, TEACH	33	---	---	---	---	---	11	2	---	---	---	2
ASST PRINCIPALS, N.T.	41	4	3	---	---	1	6	---	---	---	---	---
ELEMENTARY TEACHERS	411	30	9	1	1	19	1,268	121	52	9	15	45
SECONDARY TEACHERS	805	56	16	8	9	23	603	64	35	8	7	14
OTHER TEACHERS	107	9	5	1	---	3	232	24	13	4	1	6
GUIDANCE	43	5	2	---	---	3	48	6	3	---	---	3
PSYCHOLOGICAL	7	1	---	---	1	---	10	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	11	---	---	---	---	---	93	8	4	1	---	3
CONSULTANTS/SUPER OF INST	11	2	2	---	---	---	15	5	1	2	---	2
OTHER PROFESSIONALS	29	1	1	---	---	---	119	18	6	3	1	8
TEACHERS AIDES	28	23	---	---	1	22	268	144	19	2	2	121
TECHNICIANS	5	---	---	---	---	---	22	2	---	---	---	2
CLERICAL/SECRETARIAL	12	6	2	---	---	4	503	43	10	2	4	27
SERVICE WORKERS	408	150	57	5	11	77	391	168	78	5	1	84
SKILLED CRAFT	175	38	10	2	3	23	9	4	---	1	---	3
LABORERS, UNSKILLED	26	13	1	1	1	10	12	12	---	2	---	10
TOTAL, PART-TIME	55	74	2	---	---	72	592	196	13	6	7	170
PROFESSIONAL/INSTRUCTION	37	68	2	---	---	66	485	166	13	6	7	140
ALL OTHER	18	6	---	---	---	6	107	30	---	---	---	30
TOTAL, NEW HIRES	371	94	33	2	7	52	920	196	59	5	12	120
PROFESSIONAL STAFF	250	39	19	2	2	16	535	81	29	3	9	40
NON-PROFESSIONAL STAFF	121	55	14	---	5	36	385	115	30	2	3	80

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ALASKA
NO. OF DISTRICTS (SAMPLED) — 9
NO. OF SCHOOLS INCLUDED ---- 280

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	7,070	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	2,776	39.3	74.9	88.8	71.7	88.2	24.1	56.3	31.2	57.1	44.4	9.8	39.4	18.0	11.0	17.2	3.2	50.0	94.2	67.9
	F	4,294	60.7	25.1	11.2	28.3	11.8	75.9	43.7	68.8	52.9	55.6	90.2	60.6	82.0	89.0	82.8	96.8	50.0	5.8	38.1
WH*	T	6,076	85.9	86.6	93.3	95.6	92.2	91.8	92.2	91.2	89.3	94.5	92.8	78.8	88.7	63.9	93.1	91.3	71.5	81.4	60.3
	M	2,420	34.2	69.6	83.7	71.7	80.4	22.5	52.7	28.8	42.2	38.9	9.8	33.3	17.4	6.0	17.2	2.1	36.5	77.4	41.3
	F	3,656	51.7	17.0	9.6	23.9	11.8	69.3	39.5	62.4	47.1	55.6	83.0	45.5	71.3	57.9	75.9	89.2	35.0	4.0	19.0
MIN	T	994	14.1	13.5	5.8	4.3	7.8	8.2	7.9	8.9	10.8	5.6	7.1	21.3	11.4	36.1	6.9	8.7	28.4	18.6	39.6
	M	356	5.0	5.3	5.1	---	7.8	1.6	3.7	2.4	4.9	5.6	---	6.1	0.6	5.0	---	1.1	13.4	16.8	20.6
	F	638	9.0	8.2	1.7	4.3	---	6.6	4.2	6.5	5.9	---	7.1	15.2	10.8	31.1	6.9	7.6	15.0	1.8	19.0
BL*	T	345	4.9	6.4	2.8	---	5.9	3.3	3.3	4.8	4.9	---	3.6	9.1	4.2	4.1	---	2.2	12.1	4.4	1.6
	M	117	1.7	2.9	2.2	---	5.9	0.5	1.0	1.3	2.0	---	---	6.1	0.6	---	---	0.4	5.1	4.4	1.6
	F	228	3.2	3.5	0.6	---	---	2.8	2.3	3.5	2.9	---	3.6	3.0	3.6	4.1	---	1.8	7.0	---	---
HSP	T	57	0.8	---	---	---	---	0.6	1.0	1.4	---	---	0.9	6.1	1.8	0.4	---	0.4	0.8	1.3	4.8
	M	18	0.3	---	---	---	---	0.1	0.5	0.3	---	---	---	---	---	---	---	---	0.4	0.9	1.6
	F	39	0.6	---	---	---	---	0.5	0.5	1.1	---	---	0.9	6.1	1.8	0.4	---	0.4	0.4	0.4	3.2
AAS	T	63	0.9	1.8	1.2	---	---	0.9	1.1	0.3	---	5.6	---	---	0.6	0.6	---	0.7	1.1	1.3	1.6
	M	29	0.4	0.6	0.6	---	---	0.1	0.6	---	---	5.6	---	---	---	0.2	---	---	1.0	1.3	1.6
	F	34	0.5	1.2	0.6	---	---	0.8	0.5	0.3	---	---	---	---	0.6	0.4	---	0.7	0.1	---	---
IND	T	529	7.5	5.3	2.8	4.3	2.0	3.5	2.4	2.4	5.8	---	2.7	6.1	4.8	30.9	6.9	5.5	14.4	11.5	31.8
	M	192	2.7	1.8	2.2	---	2.0	1.0	1.5	0.8	2.9	---	---	---	---	4.8	---	0.7	6.9	10.2	15.9
	F	337	4.8	3.5	0.6	4.3	---	2.5	0.9	1.6	2.9	---	2.7	6.1	4.8	26.1	6.9	4.8	7.5	1.3	15.9

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ALASKA
NO. OF DISTRICTS (SAMPLED) — 9
NO. OF SCHOOLS INCLUDED ---- 280

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	7,070	100.0	2.4	2.5	0.7	0.7	25.9	21.6	5.3	1.4	0.3	1.6	0.5	2.4	6.5	0.4	8.0	15.8	3.2	0.9
	M	2,776	100.0	4.6	5.7	1.2	1.6	15.9	31.0	4.2	1.7	0.3	0.4	0.5	1.1	1.8	0.2	0.6	20.1	7.7	1.4
	F	4,294	100.0	1.0	0.5	0.3	0.1	32.3	15.5	6.0	1.3	0.2	2.4	0.5	3.2	9.6	0.6	12.7	13.0	0.3	0.6
WH*	T	6,076	100.0	2.4	2.7	0.7	0.8	27.6	23.2	5.6	1.5	0.3	1.7	0.4	2.4	4.9	0.4	8.5	13.2	3.0	0.6
	M	2,420	100.0	4.9	6.2	1.4	1.7	17.0	33.3	4.4	1.8	0.3	0.5	0.5	1.2	1.2	0.2	0.5	16.9	7.2	1.1
	F	3,656	100.0	0.8	0.5	0.3	0.2	34.7	16.5	6.3	1.3	0.3	2.5	0.4	3.3	7.3	0.6	13.8	10.7	0.2	0.3
MIN	T	994	100.0	2.3	1.2	0.2	0.4	15.2	12.1	3.3	1.1	0.1	0.8	0.7	1.9	16.8	0.2	4.9	32.0	4.2	2.5
	M	356	100.0	2.5	2.5	---	1.1	8.4	15.7	2.5	1.4	0.3	---	0.6	0.3	6.5	---	1.7	42.1	10.7	3.7
	F	638	100.0	2.2	0.5	0.3	---	19.0	10.0	3.8	0.9	---	1.3	0.8	2.8	22.6	0.3	6.7	26.3	0.6	1.9
BL*	T	345	100.0	3.2	1.4	---	0.9	17.7	14.8	5.2	1.4	---	1.2	0.9	2.0	5.5	---	3.5	39.1	2.9	0.3
	M	117	100.0	4.3	3.4	---	2.6	7.7	13.7	4.3	1.7	---	---	1.7	0.9	---	---	1.7	48.7	8.5	0.9
	F	228	100.0	2.6	0.4	---	---	22.8	15.4	5.7	1.3	---	1.8	0.4	2.6	8.3	---	4.4	34.2	---	---
HSP	T	57	100.0	---	---	---	---	17.5	28.1	8.8	---	---	1.8	3.5	5.3	3.5	---	3.5	17.5	5.3	5.3
	M	18	100.0	---	---	---	---	5.6	44.4	5.6	---	---	---	---	---	---	---	---	27.8	11.1	5.6
	F	39	100.0	---	---	---	---	23.1	20.5	10.3	---	---	2.6	5.1	7.7	5.1	---	5.1	12.8	2.6	5.1
AAB	T	63	100.0	4.8	3.2	---	---	25.4	25.4	1.6	---	1.6	---	---	1.6	4.8	---	6.3	19.0	4.8	1.6
	M	29	100.0	3.4	3.4	---	---	3.4	31.0	---	---	3.4	---	---	---	3.4	---	---	37.9	10.3	3.4
	F	34	100.0	5.9	2.9	---	---	44.1	20.6	2.9	---	---	---	---	2.9	5.9	---	11.8	2.9	---	---
IND	T	529	100.0	1.7	0.9	0.4	0.2	12.1	7.0	1.7	1.1	---	0.6	0.4	1.5	27.0	0.4	5.9	30.4	4.9	3.8
	M	192	100.0	1.6	2.1	---	0.5	9.9	12.0	1.6	1.6	---	---	---	---	11.5	---	2.1	40.1	12.0	5.2
	F	337	100.0	1.8	0.3	0.6	---	13.4	4.2	1.8	0.9	---	0.9	0.6	2.4	35.9	0.6	8.0	24.9	0.9	3.0

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

ARIZONA
NO. OF DISTRICTS (SAMPLED) --- 80
NO. OF SCHOOLS INCLUDED ----- 587

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	38,939	15,452	23,487	32,369	6,570	947	3,974	163	1,486
OFFICIALS/ADMIN/MANAGERS	647	507	140	587	60	15	28	---	17
PRINCIPALS	709	625	84	636	73	17	51	1	4
ASST PRINCIPALS, TEACH	21	21	---	16	5	---	1	4	---
ASST PRINCIPALS, N.T.	256	231	25	223	33	12	17	2	2
ELEMENTARY TEACHERS	16,319	4,517	11,802	14,720	1,599	386	939	97	177
SECONDARY TEACHERS	6,175	3,699	2,476	5,603	572	97	419	24	32
OTHER TEACHERS	398	183	215	365	33	---	25	1	7
GUIDANCE	619	356	263	536	83	18	52	1	12
PSYCHOLOGICAL	126	56	70	117	9	---	8	---	1
LIBRARIANS/AUDIO-VISUAL	871	131	740	805	66	19	26	4	17
CONSULTANTS/SUPER OF INST	284	105	179	240	44	6	25	---	13
OTHER PROFESSIONALS	904	154	750	758	146	36	63	7	40
TEACHERS AIDES	1,907	86	1,821	924	983	67	582	4	330
TECHNICIANS	223	81	142	193	30	6	20	2	2
CLERICAL/SECRETARIAL	2,980	124	2,856	2,445	535	44	328	3	160
SERVICE WORKERS	4,983	3,129	1,854	3,070	1,913	184	1,108	13	608
SKILLED CRAFT	874	852	22	700	174	24	126	---	24
LABORERS, UNSKILLED	643	595	48	431	212	16	156	---	40
TOTAL, PART-TIME	6,342	942	5,400	4,989	1,353	167	1,102	29	55
PROFESSIONAL/INSTRUCTION	5,345	684	4,661	4,063	1,282	155	1,054	20	53
ALL OTHER	997	258	739	926	71	12	48	9	2
TOTAL, NEW HIRES	5,120	1,588	3,532	4,003	1,117	128	677	26	286
PROFESSIONAL STAFF	2,733	875	1,858	2,389	344	55	198	20	71
NON-PROFESSIONAL STAFF	2,387	713	1,674	1,614	773	73	479	6	215

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

ARIZONA
NO. OF DISTRICTS (SAMPLED) — 80
NO. OF SCHOOLS INCLUDED ---- 587

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	12,530	2,922	333	1,976	48	565	19,839	3,648	614	1,998	115	921
OFFICIALS/ADMIN/MANAGERS	459	48	12	25	---	11	128	12	3	3	---	6
PRINCIPALS	562	63	15	46	---	2	74	10	2	5	1	2
ASST PRINCIPALS, TEACH	16	5	---	1	4	---	---	---	---	---	---	---
ASST PRINCIPALS, N.T.	204	27	8	15	2	2	19	6	4	2	---	---
ELEMENTARY TEACHERS	4,009	508	73	381	16	38	10,711	1,091	313	558	81	139
SECONDARY TEACHERS	3,330	369	44	288	13	24	2,273	203	53	131	11	8
OTHER TEACHERS	165	18	---	14	1	3	200	15	---	11	---	4
GUIDANCE	300	56	9	42	---	5	236	27	9	10	1	7
PSYCHOLOGICAL	52	4	---	3	---	1	65	5	---	5	---	---
LIBRARIANS/AUDIO-VISUAL	124	7	1	2	3	1	681	59	18	24	1	16
CONSULTANTS/SUPER OF INST	91	14	1	10	---	3	149	30	5	15	---	10
OTHER PROFESSIONALS	108	46	12	22	3	9	650	100	24	41	4	31
TEACHERS AIDES	41	45	2	27	---	16	883	938	65	555	4	314
TECHNICIANS	69	12	1	7	2	2	124	18	5	13	---	---
CLERICAL/SECRETARIAL	75	49	5	26	---	18	2,370	486	39	302	3	142
SERVICE WORKERS	1,848	1,281	110	793	4	374	1,222	632	74	315	9	234
SKILLED CRAFT	681	171	24	123	---	24	19	3	---	3	---	---
LABORERS, UNSKILLED	396	199	16	151	---	32	35	13	---	5	---	8
TOTAL, PART-TIME	765	177	34	125	3	15	4,224	1,176	133	977	26	40
PROFESSIONAL/INSTRUCTION	533	151	30	106	2	13	3,530	1,131	125	948	18	40
ALL OTHER	232	26	4	19	1	2	694	45	8	29	8	---
TOTAL, NEW HIRES	1,233	355	44	202	6	103	2,770	762	84	475	20	183
PROFESSIONAL STAFF	762	113	13	67	5	28	1,627	231	42	131	15	43
NON-PROFESSIONAL STAFF	471	242	31	135	1	75	1,143	531	42	344	5	140

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ARIZONA
NO. OF DISTRICTS (SAMPLED) -- 80
NO. OF SCHOOLS INCLUDED ----- 587

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	38,939	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	15,452	39.7	78.4	88.2	100.0	90.2	27.7	59.9	46.0	57.5	44.4	15.0	37.0	17.0	4.5	36.3	4.2	62.8	97.5	92.5
	F	23,487	60.3	21.6	11.8	---	9.8	72.3	40.1	54.0	42.5	55.6	85.0	63.0	83.0	95.5	63.7	95.8	37.2	2.5	7.5
WH*	T	32,369	83.1	90.7	89.7	76.2	87.1	90.2	90.7	91.8	86.6	92.9	92.4	84.5	83.8	48.4	86.5	82.0	61.6	80.1	67.0
	M	12,530	32.2	70.9	79.3	76.2	79.7	24.6	53.9	41.5	48.5	41.3	14.2	32.0	11.9	2.1	30.9	2.5	37.1	77.9	61.6
	F	19,839	50.9	19.8	10.4	---	7.4	65.6	36.8	50.3	38.1	51.6	78.2	52.5	71.9	46.3	55.6	79.5	24.5	2.2	5.4
MIN	T	6,570	16.9	9.3	10.3	23.8	12.8	9.8	9.3	8.3	13.4	7.2	7.6	15.5	16.2	51.6	13.5	17.9	38.4	19.9	32.9
	M	2,922	7.5	7.4	8.9	23.8	10.5	3.1	6.0	4.5	9.0	3.2	[illegible]	4.9	5.1	2.4	5.4	1.6	25.7	19.6	30.9
	F	3,648	9.4	1.9	1.4	---	2.3	6.7	3.3	3.8	4.4	4.0	[illegible]	10.6	11.1	49.2	8.1	16.3	12.7	0.3	2.0
BL*	T	947	2.4	2.4	2.4	---	4.7	2.3	1.6	---	3.0	---	2.2	2.2	4.0	3.5	2.6	1.5	3.7	2.7	2.5
	M	333	0.9	1.9	2.1	---	3.1	0.4	0.7	---	1.5	---	0.1	0.4	1.3	0.1	0.4	0.2	2.2	2.7	2.5
	F	614	1.6	0.5	0.3	---	1.6	1.9	0.9	---	1.5	---	2.1	1.8	2.7	3.4	2.2	1.3	1.5	---	---
HSP	T	3,974	10.2	4.4	7.2	4.8	6.7	5.7	6.8	6.3	8.4	6.4	3.0	8.8	6.9	30.5	8.9	11.0	22.2	14.4	24.3
	M	1,976	5.1	3.9	6.5	4.8	5.9	2.3	4.7	3.5	6.8	2.4	0.2	3.5	2.4	1.4	3.1	0.9	15.9	14.1	23.5
	F	1,998	5.1	0.5	0.7	---	0.8	3.4	2.1	2.8	1.6	4.0	2.8	5.3	4.5	29.1	5.8	10.1	6.3	0.3	0.8
AA@	T	163	0.4	---	0.1	19.0	0.8	0.6	0.4	0.3	0.2	---	0.4	---	0.7	0.2	0.9	0.1	0.3	---	---
	M	48	0.1	---	---	19.0	0.8	0.1	0.2	0.3	---	---	0.3	---	0.3	---	0.9	---	0.1	---	---
	F	115	0.3	---	0.1	---	---	0.5	0.2	---	0.2	---	0.1	---	0.4	0.2	---	0.1	0.2	---	---
IND	T	1,486	3.8	2.6	0.6	---	0.8	1.1	0.5	1.8	1.9	0.8	1.9	4.6	4.4	17.3	0.9	5.4	12.2	2.7	6.2
	M	565	1.5	1.7	0.3	---	0.8	0.2	0.4	0.8	0.8	0.8	0.1	1.1	1.0	0.8	0.9	0.6	7.5	2.7	5.0
	F	921	2.4	0.9	0.3	---	---	0.9	0.1	1.0	1.1	---	1.8	3.5	3.4	16.5	---	4.8	4.7	---	1.2

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ARIZONA
NO. OF DISTRICTS (SAMPLED) — 80
NO. OF SCHOOLS INCLUDED ——— 587

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	38,939	100.0	1.7	1.8	0.1	0.7	41.9	15.9	1.0	1.6	0.3	2.2	0.7	2.3	4.9	0.6	7.7	12.8	2.2	1.7
	M	15,452	100.0	3.3	4.0	0.1	1.5	29.2	23.9	1.2	2.3	0.4	0.8	0.7	1.0	0.6	0.5	0.8	20.2	5.5	3.9
	F	23,487	100.0	0.6	0.4	---	0.1	50.2	10.5	0.9	1.1	0.3	3.2	0.8	3.2	7.8	0.6	12.2	7.9	0.1	0.2
WH*	T	32,369	100.0	1.8	2.0	***	0.7	45.5	17.3	1.1	1.7	0.4	2.5	0.7	2.3	2.9	0.6	7.6	9.5	2.2	1.3
	M	12,530	100.0	3.7	4.5	0.1	1.6	32.0	26.6	1.3	2.4	0.4	1.0	0.7	0.9	0.3	0.6	0.6	14.7	5.4	3.2
	F	19,839	100.0	0.6	0.4	---	0.1	54.0	11.5	1.0	1.2	0.3	3.4	0.8	3.3	4.5	0.6	11.9	6.2	0.1	0.2
MIN	T	6,570	100.0	0.9	1.1	0.1	0.5	24.3	8.7	0.5	1.3	0.1	1.0	0.7	2.2	15.0	0.5	8.1	29.1	2.6	3.2
	M	2,922	100.0	1.6	2.2	0.2	0.9	17.4	12.6	0.6	1.9	0.1	0.2	0.5	1.6	1.5	0.4	1.7	43.8	5.9	6.8
	F	3,648	100.0	0.3	0.3	---	0.2	29.9	5.6	0.4	0.7	0.1	1.6	0.8	2.7	25.7	0.5	13.3	17.3	0.1	0.4
BL*	T	947	100.0	1.6	1.8	---	1.3	40.8	10.2	---	1.9	---	2.0	0.6	3.8	7.1	0.6	4.6	19.4	2.5	1.7
	M	333	100.0	3.6	4.5	---	2.4	21.9	13.2	---	2.7	---	0.3	0.3	3.6	0.6	0.3	1.5	33.0	7.2	4.8
	F	614	100.0	0.5	0.3	---	0.7	51.0	8.6	---	1.5	---	2.9	0.8	3.9	10.6	0.8	6.4	12.1	---	---
HSP	T	3,974	100.0	0.7	1.3	***	0.4	23.6	10.5	0.6	1.3	0.2	0.7	0.6	1.6	14.6	0.5	8.3	27.9	3.2	3.9
	M	1,976	100.0	1.3	2.3	0.1	0.8	19.3	14.6	0.7	2.1	0.2	0.1	0.5	1.1	1.4	0.4	1.3	40.1	6.2	7.6
	F	1,998	100.0	0.2	0.3	---	0.1	27.9	6.6	0.6	0.5	0.3	1.2	0.8	2.1	27.8	0.7	15.1	15.8	0.2	0.3
AAS	T	163	100.0	---	0.6	2.5	1.2	59.5	14.7	0.6	0.6	---	2.5	---	4.3	2.5	1.2	1.8	8.0	---	---
	M	48	100.0	---	---	8.3	4.2	33.3	27.1	2.1	---	---	6.3	---	6.3	---	4.2	---	8.3	---	---
	F	115	100.0	---	0.9	---	---	70.4	9.6	---	0.9	---	0.9	---	3.5	3.5	---	2.6	7.8	---	---
IND	T	1,486	100.0	1.1	0.3	---	0.1	11.9	2.2	0.5	0.8	0.1	1.1	0.9	2.7	22.2	0.1	10.8	40.9	1.6	2.7
	M	565	100.0	1.9	0.4	---	0.4	6.7	4.2	0.5	0.9	0.2	0.2	0.5	1.6	2.8	0.4	3.2	66.2	4.2	5.7
	F	921	100.0	0.7	0.2	---	---	15.1	0.9	0.4	0.8	---	1.7	1.1	3.4	34.1	---	15.4	25.4	---	0.9

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

ARKANSAS
NO. OF DISTRICTS (SAMPLED) — 120
NO. OF SCHOOLS INCLUDED —— 588

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN@	INDIAN
TOTAL, FULL-TIME STAFF	34,117	10,125	23,992	27,820	6,297	6,224	13	33	27
OFFICIALS/ADMIN/MANAGERS	536	462	74	502	34	34	---	---	---
PRINCIPALS	910	745	165	817	93	89	---	4	---
ASST PRINCIPALS, TEACH	46	38	8	33	13	13	---	---	---
ASST PRINCIPALS, N.T.	181	168	13	130	51	50	---	---	1
ELEMENTARY TEACHERS	9,311	522	8,789	7,599	1,712	1,692	2	6	12
SECONDARY TEACHERS	9,734	4,181	5,553	8,398	1,336	1,318	6	4	8
OTHER TEACHERS	663	135	528	532	131	129	1	---	1
GUIDANCE	485	211	274	415	70	68	---	---	2
PSYCHOLOGICAL	25	6	19	23	2	2	---	---	---
LIBRARIANS/AUDIO-VISUAL	632	26	606	527	105	104	---	---	1
CONSULTANTS/SUPER OF INST	148	44	104	131	17	16	---	1	---
OTHER PROFESSIONALS	355	79	276	282	73	72	---	---	1
TEACHERS AIDES	1,662	55	1,607	1,255	407	390	1	16	---
TECHNICIANS	51	12	39	46	5	5	---	---	---
CLERICAL/SECRETARIAL	1,686	8	1,678	1,559	127	126	---	1	---
SERVICE WORKERS	6,739	2,757	3,982	4,772	1,967	1,963	3	1	---
SKILLED CRAFT	419	361	58	365	54	53	---	---	1
LABORERS, UNSKILLED	534	315	219	434	100	100	---	---	---
TOTAL, PART-TIME	1,988	904	1,084	1,678	310	303	4	2	1
PROFESSIONAL/INSTRUCTION	1,693	831	862	1,398	295	292	---	2	1
ALL OTHER	295	73	222	280	15	11	4	---	---
TOTAL, NEW HIRES	4,136	1,311	2,825	3,557	579	561	9	8	1
PROFESSIONAL STAFF	2,909	897	2,012	2,608	301	286	9	5	1
NON-PROFESSIONAL STAFF	1,227	414	813	949	278	275	---	3	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1977

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

ARKANSAS
NO. OF DISTRICTS (SAMPLED) -- 120
NO. OF SCHOOLS INCLUDED ---- 588

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	8,133	1,992	1,957	3	20	12	19,687	4,305	4,267	10	13	15
OFFICIALS/ADMIN/MANAGERS	438	24	24	---	---	---	64	10	10	---	---	---
PRINCIPALS	672	73	69	---	4	---	145	20	20	---	---	---
ASST PRINCIPALS, TEACH	26	12	12	---	---	---	7	1	1	---	---	---
ASST PRINCIPALS, N.T.	121	47	46	---	---	1	9	4	4	---	---	---
ELEMENTARY TEACHERS	410	112	111	---	---	1	7,189	1,600	1,581	2	6	11
SECONDARY TEACHERS	3,646	535	527	1	1	6	4,752	801	791	5	3	2
OTHER TEACHERS	124	11	10	---	---	1	408	120	119	1	---	---
GUIDANCE	172	39	37	---	---	2	243	31	31	---	---	---
PSYCHOLOGICAL	6	---	---	---	---	---	17	2	2	---	---	---
LIBRARIANS/AUDIO-VISUAL	26	---	---	---	---	---	501	105	104	---	---	1
CONSULTANTS/SUPER OF INST	40	4	3	---	1	---	91	13	13	---	---	---
OTHER PROFESSIONALS	53	26	26	---	---	---	229	47	46	---	---	1
TEACHERS AIDES	22	33	19	---	14	---	1,233	374	371	1	2	---
TECHNICIANS	11	1	1	---	---	---	35	4	4	---	---	---
CLERICAL/SECRETARIAL	6	2	2	---	---	---	1,553	125	124	---	1	---
SERVICE WORKERS	1,800	957	955	2	---	---	2,972	1,010	1,008	1	1	---
SKILLED CRAFT	313	48	47	---	---	1	52	6	6	---	---	---
LABORERS, UNSKILLED	247	68	68	---	---	---	187	32	32	---	---	---
TOTAL, PART-TIME	729	175	172	---	2	1	949	135	131	4	---	---
PROFESSIONAL/INSTRUCTION	661	170	167	---	2	1	737	125	125	---	---	---
ALL OTHER	68	5	5	---	---	---	212	10	6	4	---	---
TOTAL, NEW HIRES	1,146	165	160	1	3	1	2,411	414	401	8	5	---
PROFESSIONAL STAFF	827	70	67	1	1	1	1,781	231	219	8	4	---
NON-PROFESSIONAL STAFF	319	95	93	---	2	---	630	183	182	---	1	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ARKANSAS
NO. OF DISTRICTS (SAMPLED) -- 120
NO. OF SCHOOLS INCLUDED ----- 588

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	34,117	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	10,125	29.7	86.2	81.9	82.6	92.8	5.6	43.0	20.4	43.5	24.0	4.1	29.7	22.3	3.3	23.5	0.5	40.9	86.2	59.0
	F	23,992	70.3	13.8	18.1	17.4	7.2	94.4	57.0	79.6	56.5	76.0	95.9	70.3	77.7	96.7	76.5	99.5	59.1	13.8	41.0
WHT	T	27,820	81.5	93.6	89.7	71.7	71.9	81.6	86.3	80.2	85.6	92.0	83.4	88.5	79.4	75.5	90.2	92.5	70.8	87.1	81.3
	M	8,133	23.8	81.7	73.8	56.5	66.9	4.4	37.5	18.7	35.5	24.0	4.1	27.0	14.9	1.3	21.6	0.4	26.7	74.7	46.3
	F	19,687	57.7	11.9	15.9	15.2	5.0	77.2	48.8	61.5	50.1	68.0	79.3	61.5	64.5	74.2	68.6	92.1	44.1	12.4	35.0
MIN	T	6,297	18.5	6.4	10.2	28.3	28.2	18.4	13.7	19.8	14.4	8.0	16.6	11.5	20.5	24.5	9.8	7.5	29.2	12.9	18.7
	M	1,992	5.8	4.5	8.0	26.1	26.0	1.2	5.5	1.7	8.0	---	---	2.7	7.3	2.0	2.0	0.1	14.2	11.5	12.7
	F	4,305	12.6	1.9	2.2	2.2	2.2	17.2	8.2	18.1	6.4	8.0	16.6	8.8	13.2	22.5	7.8	7.4	15.0	1.4	6.0
BL*	T	6,224	18.2	6.4	9.8	28.3	27.6	18.2	13.5	19.4	14.0	8.0	16.5	10.8	20.3	23.4	9.8	7.5	29.2	12.6	18.7
	M	1,957	5.7	4.5	7.6	26.1	25.4	1.2	5.4	1.5	7.6	---	---	2.0	7.3	1.1	2.0	0.1	14.2	11.2	12.7
	F	4,267	12.5	1.9	2.2	2.2	2.2	17.0	8.1	17.9	6.4	8.0	16.5	8.8	13.0	22.3	7.8	7.4	15.0	1.4	6.0
HSP	T	13	***	---	---	---	---	---	0.1	0.2	---	---	---	---	---	0.1	---	---	---	---	---
	M	3	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	***	---	---
	F	10	***	---	---	---	---	***	0.1	0.2	---	---	---	---	---	0.1	---	---	***	---	---
AAS	T	33	0.1	---	0.4	---	---	0.1	---	---	---	---	---	0.7	---	0.9	---	0.1	---	---	---
	M	20	0.1	---	0.4	---	---	---	***	---	---	---	---	0.7	---	0.8	---	---	---	---	---
	F	13	***	---	---	---	---	0.1	***	---	---	---	---	---	---	0.1	---	0.1	***	---	---
IND	T	27	0.1	---	---	---	0.6	0.1	0.1	0.2	0.4	---	0.2	---	0.3	---	---	---	---	0.2	---
	M	12	***	---	---	---	0.6	***	0.1	0.2	0.4	---	---	---	---	---	---	---	---	0.2	---
	F	15	***	---	---	---	---	0.1	***	---	---	---	0.2	---	0.3	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ARKANSAS
NO. OF DISTRICTS (SAMPLED) -- 120
NO. OF SCHOOLS INCLUDED ---- 588

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	34,117	100.0	1.6	2.7	0.1	0.5	27.3	28.5	1.9	1.4	0.1	1.9	0.4	1.0	4.9	0.1	4.9	19.8	1.2	1.6
	M	10,125	100.0	4.6	7.4	0.4	1.7	5.2	41.3	1.3	2.1	0.1	0.3	0.4	0.8	0.5	0.1	0.1	27.2	3.6	3.1
	F	23,992	100.0	0.3	0.7	***	0.1	36.6	23.1	2.2	1.1	0.1	2.5	0.4	1.2	6.7	0.2	7.0	16.6	0.2	0.9
WH*	T	27,820	100.0	1.8	2.9	0.1	0.5	27.3	30.2	1.9	1.5	0.1	1.9	0.5	1.0	4.5	0.2	5.6	17.2	1.3	1.6
	M	8,133	100.0	5.4	8.3	0.3	1.5	5.0	44.8	1.5	2.1	0.1	0.3	0.5	0.7	0.3	0.1	0.1	22.1	3.8	3.0
	F	19,687	100.0	0.3	0.7	***	***	36.5	24.1	2.1	1.2	0.1	2.5	0.5	1.2	6.3	0.2	7.9	15.1	0.3	0.9
MIN	T	6,297	100.0	0.5	1.5	0.2	0.8	27.2	21.2	2.1	1.1	***	1.7	0.3	1.2	6.5	0.1	2.0	31.2	0.9	1.6
	M	1,992	100.0	1.2	3.7	0.6	2.4	5.6	26.9	0.6	2.0	---	---	0.2	1.3	1.7	0.1	0.1	48.0	2.4	3.4
	F	4,305	100.0	0.2	0.5	***	0.1	37.2	18.6	2.8	0.7	***	2.4	0.3	1.1	8.7	0.1	2.9	23.5	0.1	0.7
BL*	T	6,224	100.0	0.5	1.4	0.2	0.8	27.2	21.2	2.1	1.1	***	1.7	0.3	1.2	6.3	0.1	2.0	31.5	0.9	1.6
	M	1,957	100.0	1.2	3.5	0.6	2.4	5.7	26.9	0.5	1.9	---	---	0.2	1.3	1.0	0.1	0.1	48.8	2.4	3.5
	F	4,267	100.0	0.2	0.5	***	0.1	37.1	18.5	2.8	0.7	***	2.4	0.3	1.1	8.7	0.1	2.9	23.6	0.1	0.7
HSP	T	13	100.0	---	---	---	---	15.4	46.2	7.7	---	---	---	---	---	7.7	---	---	23.1	---	---
	M	3	100.0	---	---	---	---	---	33.3	---	---	---	---	---	---	---	---	---	66.7	---	---
	F	10	100.0	---	---	---	---	20.0	50.0	10.0	---	---	---	---	---	10.0	---	---	10.0	---	---
AAS	T	33	100.0	---	12.1	---	---	18.2	12.1	---	---	---	---	3.0	---	48.5	---	3.0	3.0	---	---
	M	20	100.0	---	20.0	---	---	---	5.0	---	---	---	---	5.0	---	70.0	---	---	---	---	---
	F	13	100.0	---	---	---	---	46.2	23.1	---	---	---	---	---	---	15.4	---	7.7	7.7	---	---
IND	T	27	100.0	---	---	---	3.7	44.4	29.6	3.7	7.4	---	3.7	---	3.7	---	---	---	---	3.7	---
	M	12	100.0	---	---	---	8.3	8.3	50.0	8.3	16.7	---	---	---	---	---	---	---	---	8.3	---
	F	15	100.0	---	---	---	---	73.3	13.3	---	---	---	6.7	---	6.7	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

CALIFORNIA
NO. OF DISTRICTS (SAMPLED) — 477
NO. OF SCHOOLS INCLUDED —— 6,398

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	317,570	127,943	189,627	255,017	62,553	26,397	25,059	9,182	1,915
OFFICIALS/ADMIN/MANAGERS	3,985	3,317	668	3,558	427	163	200	37	27
PRINCIPALS	6,350	5,438	912	5,684	666	307	237	79	43
ASST PRINCIPALS, TEACH	664	488	176	581	83	44	24	9	6
ASST PRINCIPALS, N.T.	4,038	2,447	1,591	3,351	687	339	234	81	29
ELEMENTARY TEACHERS	95,239	20,372	74,867	81,021	14,218	6,204	4,010	3,534	470
SECONDARY TEACHERS	73,064	44,373	28,691	63,630	9,434	3,780	3,281	1,878	495
OTHER TEACHERS	9,031	2,576	6,455	7,798	1,233	542	382	282	27
GUIDANCE	5,842	3,297	2,545	4,881	961	434	379	108	40
PSYCHOLOGICAL	1,633	750	883	1,459	174	86	46	37	5
LIBRARIANS/AUDIO-VISUAL	2,753	490	2,263	2,471	282	107	98	62	15
CONSULTANTS/SUPER OF INST	1,434	705	729	1,217	217	78	106	29	4
OTHER PROFESSIONALS	8,755	2,342	6,413	6,960	1,795	870	514	367	44
TEACHERS AIDES	20,754	1,683	19,071	10,404	10,350	3,923	5,628	612	187
TECHNICIANS	2,866	1,576	1,290	2,086	780	331	252	176	21
CLERICAL/SECRETARIAL	30,255	1,021	29,234	24,063	6,192	2,366	2,675	964	187
SERVICE WORKERS	37,924	24,734	13,190	25,771	12,153	5,943	5,326	661	223
SKILLED CRAFT	7,846	7,457	389	6,556	1,290	376	731	122	61
LABORERS, UNSKILLED	5,137	4,877	260	3,526	1,611	504	936	140	31
TOTAL, PART-TIME	89,209	15,406	73,803	64,032	25,177	8,314	13,800	2,539	524
PROFESSIONAL/INSTRUCTION	70,747	9,234	61,513	48,129	22,618	7,347	12,828	1,979	464
ALL OTHER	18,462	6,172	12,290	15,903	2,559	967	972	560	60
TOTAL, NEW HIRES	18,711	5,649	13,062	13,236	5,475	1,336	3,335	685	119
PROFESSIONAL STAFF	8,505	3,172	5,333	6,623	1,882	480	1,063	3[illegible]	36
NON-PROFESSIONAL STAFF	10,206	2,477	7,729	6,613	3,593	856	2,272	38[illegible]	83

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

CALIFORNIA
NO. OF DISTRICTS (SAMPLED) -- 477
NO. OF SCHOOLS INCLUDED ---- 6,398

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	105,189	42,754	8,431	10,779	2,701	843	149,828	39,799	17,966	14,280	6,481	1,072
OFFICIALS/ADMIN/MANAGERS	3,008	309	101	165	18	25	550	118	62	35	19	2
PRINCIPALS	4,967	471	175	208	51	37	717	195	132	29	28	6
ASST PRINCIPALS, TEACH	448	40	13	20	2	5	133	43	31	4	7	1
ASST PRINCIPALS, N.T.	2,075	372	168	146	36	22	1,276	315	171	88	49	7
ELEMENTARY TEACHERS	17,931	2,441	720	1,140	437	144	63,090	11,777	5,484	2,870	3,097	326
SECONDARY TEACHERS	39,612	4,761	1,487	2,062	919	293	24,018	4,673	2,293	1,219	959	202
OTHER TEACHERS	2,286	290	95	136	48	11	5,512	943	447	246	234	16
GUIDANCE	2,815	482	148	252	58	24	2,066	479	286	127	50	16
PSYCHOLOGICAL	685	65	20	22	19	4	774	109	66	24	18	1
LIBRARIANS/AUDIO-VISUAL	446	44	10	23	6	5	2,025	238	97	75	56	10
CONSULTANTS/SUPER OF INST	613	92	25	51	13	3	604	125	53	55	16	1
OTHER PROFESSIONALS	1,797	545	215	207	106	17	5,163	1,250	655	307	261	27
TEACHERS AIDES	767	916	342	450	111	13	9,637	9,434	3,581	5,178	501	174
TECHNICIANS	1,144	432	215	112	94	11	942	348	116	140	82	10
CLERICAL/SECRETARIAL	680	341	116	130	86	9	23,383	5,851	2,250	2,545	878	178
SERVICE WORKERS	16,357	8,377	3,747	4,049	444	137	9,414	3,776	2,196	1,277	217	86
SKILLED CRAFT	6,230	1,227	358	704	113	52	326	63	18	27	9	9
LABORERS, UNSKILLED	3,328	1,549	476	902	140	31	198	62	28	34	---	---
TOTAL, PART-TIME	11,530	3,876	1,552	1,830	424	70	52,502	21,301	6,762	11,970	2,115	454
PROFESSIONAL/INSTRUCTION	6,183	3,051	1,283	1,442	278	48	41,946	19,567	6,064	11,386	1,701	416
ALL OTHER	5,347	825	269	388	146	22	10,556	1,734	698	584	414	38
TOTAL, NEW HIRES	4,000	1,649	432	1,004	180	33	9,236	3,826	904	2,331	505	86
PROFESSIONAL STAFF	2,472	700	146	457	78	19	4,151	1,182	334	606	225	17
NON-PROFESSIONAL STAFF	1,528	949	286	547	102	14	5,085	2,644	570	1,725	280	69

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

CALIFORNIA
NO. OF DISTRICTS (SAMPLED) -- 477
NO. OF SCHOOLS INCLUDED ---- 6,398

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	317,570	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	127,943	40.3	83.2	85.6	73.5	60.6	21.4	60.7	28.5	56.4	45.9	17.8	49.2	26.8	8.1	55.0	3.4	65.2	95.0	94.9
	F	189,627	59.7	16.8	14.4	26.5	39.4	78.6	39.3	71.5	43.6	54.1	82.2	50.8	73.2	91.9	45.0	96.6	34.8	5.0	5.1
WH*	T	255,017	80.3	89.3	89.5	87.5	83.0	85.0	87.1	86.3	83.6	89.3	89.8	84.8	79.5	50.1	72.8	79.5	67.9	83.6	68.7
	M	105,189	33.1	75.5	78.2	67.5	51.4	18.8	54.2	25.3	48.2	41.9	16.2	42.7	20.5	3.7	39.9	2.2	43.1	79.4	64.8
	F	149,828	47.2	13.8	11.3	20.0	31.6	66.2	32.9	61.0	35.4	47.4	73.6	42.1	59.0	46.4	32.9	77.3	24.8	4.2	3.9
MIN	T	62,553	19.7	10.8	10.5	12.5	17.0	15.0	12.9	13.6	16.5	10.7	10.2	15.1	20.5	49.9	27.2	20.4	32.1	16.4	31.4
	M	22,754	7.2	7.8	7.4	6.0	9.2	2.6	6.5	3.2	8.3	4.0	1.6	6.4	6.2	4.4	15.1	1.1	22.1	15.6	30.2
	F	39,799	12.5	3.0	3.1	6.5	7.8	12.4	6.4	10.4	8.2	6.7	8.6	8.7	14.3	45.5	12.1	19.3	10.0	0.8	1.2
BL*	T	26,397	8.3	4.1	4.9	6.7	8.4	6.6	5.1	6.0	7.4	5.2	3.9	5.4	10.0	18.9	11.5	7.8	15.7	4.8	9.8
	M	8,431	2.7	2.5	2.8	2.0	4.2	0.8	2.0	1.1	2.5	1.2	0.4	1.7	2.5	1.6	7.5	0.4	9.9	4.6	9.3
	F	17,966	5.7	1.6	2.1	4.7	4.2	5.8	3.1	4.9	4.9	4.0	3.5	3.7	7.5	17.3	4.0	7.4	5.8	0.2	0.5
HSP	T	25,059	7.9	5.0	3.8	3.6	5.8	4.2	4.5	4.2	6.5	2.8	3.5	7.4	5.9	27.1	8.8	8.8	14.1	9.3	18.3
	M	10,779	3.4	4.1	3.3	3.0	3.6	1.2	2.8	1.5	4.3	1.3	0.8	3.6	2.4	2.2	3.9	0.4	10.7	9.0	17.6
	F	14,280	4.5	0.9	0.5	0.6	2.2	3.0	1.7	2.7	2.2	1.5	2.7	3.8	3.5	24.9	4.9	8.4	3.4	0.3	0.7
AA#	T	9,182	2.9	1.0	1.2	1.4	2.1	3.8	2.6	3.1	1.9	2.3	2.2	2.0	4.2	2.9	6.2	3.2	1.8	1.5	2.7
	M	2,701	0.9	0.5	0.8	0.3	0.9	0.5	1.3	0.5	1.0	1.2	0.2	0.9	1.2	0.5	3.3	0.3	1.2	1.4	2.7
	F	6,481	2.0	0.5	0.4	1.1	1.2	3.3	1.3	2.6	0.9	1.1	2.0	1.1	3.0	2.4	2.9	2.9	0.6	0.1	---
IND	T	1,915	0.6	0.7	0.7	1.0	0.7	0.5	0.7	0.3	0.7	0.3	0.6	0.3	0.5	0.9	0.7	0.6	0.6	0.8	0.6
	M	843	0.3	0.6	0.6	0.8	0.5	0.2	0.4	0.1	0.4	0.2	0.2	0.2	0.2	0.1	0.4	***	0.4	0.7	0.6
	F	1,072	0.3	0.1	0.1	0.2	0.2	0.3	0.3	0.2	0.3	0.1	0.4	0.1	0.3	0.8	0.3	0.6	0.2	0.1	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

CALIFORNIA
NO. OF DISTRICTS (SAMPLED) -- 477
NO. OF SCHOOLS INCLUDED ---- 6,398

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	317,570	100.0	1.3	2.0	0.2	1.3	30.0	23.0	2.8	1.8	0.5	0.9	0.5	2.8	6.5	0.9	9.5	11.9	2.5	1.6
	M	127,943	100.0	2.6	4.3	0.4	1.9	15.9	34.7	2.0	2.6	0.6	0.4	0.6	1.8	1.3	1.2	0.8	19.3	5.8	3.8
	F	189,627	100.0	0.4	0.5	0.1	0.8	39.5	15.1	3.4	1.3	0.5	1.2	0.4	3.4	10.1	0.7	15.4	7.0	0.2	0.1
WH*	T	255,017	100.0	1.4	2.2	0.2	1.3	31.8	25.0	3.1	1.9	0.6	1.0	0.5	2.7	4.1	0.8	9.4	10.1	2.6	1.4
	M	105,189	100.0	2.9	4.7	0.4	2.0	17.0	37.7	2.2	2.7	0.7	0.4	0.6	1.7	0.7	1.1	0.6	15.6	5.9	3.2
	F	149,828	100.0	0.4	0.5	0.1	0.9	42.1	16.0	3.7	1.4	0.5	1.4	0.4	3.4	6.4	0.6	15.6	6.3	0.2	0.1
MIN	T	62,553	100.0	0.7	1.1	0.1	1.1	22.7	15.1	2.0	1.5	0.3	0.5	0.3	2.9	16.5	1.2	9.9	19.4	2.1	2.6
	M	22,754	100.0	1.4	2.1	0.2	1.6	10.7	20.9	1.3	2.1	0.3	0.2	0.4	2.4	4.0	1.9	1.5	36.8	5.4	6.8
	F	39,799	100.0	0.3	0.5	0.1	0.8	29.6	11.7	2.4	1.2	0.3	0.6	0.3	3.1	23.7	0.9	14.7	9.5	0.2	0.2
BL*	T	26,397	100.0	0.6	1.2	0.2	1.3	23.5	14.3	2.1	1.6	0.3	0.4	0.3	3.3	14.9	1.3	9.0	22.5	1.4	1.9
	M	8,431	100.0	1.2	2.1	0.2	2.0	8.5	17.6	1.1	1.8	0.2	0.1	0.3	2.6	4.1	2.6	1.4	44.4	4.2	5.6
	F	17,966	100.0	0.3	0.7	0.2	1.0	30.5	12.8	2.5	1.6	0.4	0.5	0.3	3.6	19.9	0.6	12.5	12.2	0.1	0.2
HSP	T	25,059	100.0	0.8	0.9	0.1	0.9	16.0	13.1	1.5	1.5	0.2	0.4	0.4	2.1	22.5	1.0	10.7	21.3	2.9	3.7
	M	10,779	100.0	1.5	1.9	0.2	1.4	10.6	19.1	1.3	2.3	0.2	0.2	0.5	1.9	4.2	1.0	1.2	37.6	6.5	8.4
	F	14,280	100.0	0.2	0.2	***	0.6	20.1	8.5	1.7	0.9	0.2	0.5	0.4	2.1	36.3	1.0	17.8	8.9	0.2	0.2
AAB	T	9,182	100.0	0.4	0.9	0.1	0.9	38.5	20.5	3.1	1.2	0.4	0.7	0.3	4.0	6.7	1.9	10.5	7.2	1.3	1.5
	M	2,701	100.0	0.7	1.9	0.1	1.3	16.2	34.0	1.8	2.1	0.7	0.2	0.5	3.9	4.1	3.5	3.2	16.4	4.2	5.2
	F	6,481	100.0	0.3	0.4	0.1	0.8	47.8	14.8	3.6	0.8	0.3	0.9	0.2	4.0	7.7	1.3	13.5	3.3	0.1	---
IND	T	1,915	100.0	1.4	2.2	0.3	1.5	24.5	25.8	1.4	2.1	0.3	0.8	0.2	2.3	9.8	1.1	9.8	11.6	3.2	1.6
	M	843	100.0	3.0	4.4	0.6	2.6	17.1	34.8	1.3	2.8	0.5	0.6	0.4	2.0	1.5	1.3	1.1	16.3	6.2	3.7
	F	1,072	100.0	0.2	0.6	0.1	0.7	30.4	18.8	1.5	1.5	0.1	0.9	0.1	2.5	16.2	0.9	16.6	8.0	0.8	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

COLORADO
NO. OF DISTRICTS (SAMPLED) — 66
NO. OF SCHOOLS INCLUDED ---- 937

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	48,053	18,649	29,404	43,322	4,731	1,410	2,936	270	115
OFFICIALS/ADMIN/MANAGERS	718	610	108	682	36	4	30	1	1
PRINCIPALS	1,000	915	85	941	59	17	39	2	1
ASST PRINCIPALS, TEACH	64	50	14	58	6	2	4	---	---
ASST PRINCIPALS, N.T.	425	354	71	391	34	12	19	3	---
ELEMENTARY TEACHERS	11,514	2,143	9,371	10,750	764	273	384	87	20
SECONDARY TEACHERS	13,232	7,565	5,667	12,443	789	260	435	63	31
OTHER TEACHERS	2,044	641	1,403	1,862	182	62	104	9	7
GUIDANCE	956	556	400	866	90	28	56	5	1
PSYCHOLOGICAL	231	118	113	225	6	5	1	---	---
LIBRARIANS/AUDIO-VISUAL	758	145	613	729	29	7	13	9	---
CONSULTANTS/SUPER OF INST	387	198	189	347	40	13	22	3	2
OTHER PROFESSIONALS	1,012	199	813	940	72	29	38	4	1
TEACHERS AIDES	3,214	157	3,057	2,358	856	201	597	23	35
TECHNICIANS	238	150	88	213	25	9	13	2	1
CLERICAL/SECRETARIAL	3,533	53	3,480	3,315	218	47	155	15	1
SERVICE WORKERS	7,335	3,553	3,782	5,934	1,401	419	928	43	11
SKILLED CRAFT	1,059	974	85	976	83	18	63	---	2
LABORERS, UNSKILLED	333	268	65	292	41	4	35	1	1
TOTAL, PART-TIME	8,328	2,045	6,283	7,524	804	136	622	36	10
PROFESSIONAL/INSTRUCTION	6,203	1,349	4,854	5,559	644	113	501	23	7
ALL OTHER	2,125	696	1,429	1,965	160	23	121	13	3
TOTAL, NEW HIRES	5,355	1,627	3,728	4,674	681	140	492	33	16
PROFESSIONAL STAFF	3,421	1,197	2,224	3,044	377	96	246	24	11
NON-PROFESSIONAL STAFF	1,934	430	1,504	1,630	304	44	246	9	5

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

COLORADO
NO. OF DISTRICTS (SAMPLED) — 66
NO. OF SCHOOLS INCLUDED —— 937

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	16,684	1,965	499	1,314	107	45	26,638	2,766	911	1,622	163	70
OFFICIALS/ADMIN/MANAGERS	578	32	3	28	1	---	104	4	1	2	---	1
PRINCIPALS	865	50	12	36	2	---	76	9	5	3	---	1
ASST PRINCIPALS, TEACH	44	6	2	4	---	---	14	---	---	---	---	---
ASST PRINCIPALS, N.T.	329	25	6	18	1	---	62	9	6	1	2	---
ELEMENTARY TEACHERS	1,958	185	44	119	18	4	8,792	579	229	265	69	16
SECONDARY TEACHERS	7,105	460	106	295	39	20	5,338	329	154	140	24	11
OTHER TEACHERS	582	59	8	46	3	2	1,280	123	54	58	6	5
GUIDANCE	505	51	9	36	5	1	361	39	19	20	---	---
PSYCHOLOGICAL	11	---	---	---	---	---	107	6	5	1	---	---
LIBRARIANS/AUDIO-VISUAL	132	13	1	5	7	---	597	16	6	8	2	---
CONSULTANTS/SUPER OF INST	185	13	3	10	---	---	162	27	10	12	3	2
OTHER PROFESSIONALS	181	18	2	14	1	1	759	54	27	24	3	---
TEACHERS AIDES	82	75	34	28	7	6	2,276	781	167	569	16	29
TECHNICIANS	135	15	5	8	1	1	78	10	4	5	1	---
CLERICAL/SECRETARIAL	46	7	2	5	---	---	3,269	211	45	150	15	1
SERVICE WORKERS	2,714	839	240	571	21	7	3,220	562	179	357	22	4
SKILLED CRAFT	892	82	18	62	---	2	84	1	---	1	---	---
LABORERS, UNSKILLED	233	35	4	29	1	1	59	6	---	6	---	---
TOTAL, PART-TIME	1,726	319	84	219	8	8	5,798	485	52	403	28	2
PROFESSIONAL/INSTRUCTION	1,108	241	73	155	7	6	4,451	403	40	346	16	1
ALL OTHER	618	78	11	64	1	2	1,347	82	12	57	12	1
TOTAL, NEW HIRES	1,407	220	65	143	8	4	3,267	461	75	349	25	12
PROFESSIONAL STAFF	1,056	141	42	93	4	2	1,988	236	54	153	20	9
NON-PROFESSIONAL STAFF	351	79	23	50	4	2	1,279	225	21	196	5	3

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

COLORADO
NO. OF DISTRICTS (SAMPLED) -- 66
NO. OF SCHOOLS INCLUDED ---- 937

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	48,053	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	18,649	38.8	85.0	91.5	78.1	83.3	18.6	57.2	31.4	58.2	51.1	19.1	51.2	19.7	4.9	63.0	1.5	48.4	92.0	80.1
	F	29,404	61.2	15.0	8.5	21.9	16.7	81.4	42.8	68.6	41.8	48.9	80.9	48.8	80.3	95.1	37.0	98.5	51.6	8.0	19.9
WH*	T	43,322	90.2	95.0	94.1	90.7	92.0	93.4	94.0	91.1	90.6	97.4	96.2	89.7	92.9	73.4	89.5	93.8	80.9	92.1	87.7
	M	16,684	34.7	80.5	86.5	68.8	77.4	17.0	53.7	28.5	52.8	51.1	17.4	47.8	17.9	2.6	56.7	1.3	37.0	84.2	70.0
	F	26,638	55.4	14.5	7.6	21.9	14.6	76.4	40.3	62.6	37.8	46.3	78.8	41.9	75.0	70.8	32.8	92.5	43.9	7.9	17.7
MIN	T	4,731	9.8	5.1	5.9	9.4	8.0	6.6	6.0	8.9	9.4	2.6	3.8	10.4	7.1	26.6	10.5	6.2	19.1	7.8	12.3
	M	1,965	4.1	4.5	5.0	9.4	5.9	1.6	3.5	2.9	5.3	---	1.7	3.4	1.8	2.3	6.3	0.2	11.4	7.7	10.5
	F	2,766	5.8	0.6	0.9	---	2.1	5.0	2.5	6.0	4.1	2.6	2.1	7.0	5.3	24.3	4.2	6.0	7.7	0.1	1.8
BL*	T	1,410	2.9	0.5	1.7	3.1	2.8	2.4	2.0	3.0	2.9	2.2	0.9	3.4	2.9	6.3	3.8	1.4	5.7	1.7	1.2
	M	499	1.0	0.4	1.2	3.1	1.4	0.4	0.8	0.4	0.9	---	0.1	0.8	0.2	1.1	2.1	0.1	3.3	1.7	1.2
	F	911	1.9	0.1	0.5	---	1.4	2.0	1.2	2.6	2.0	2.2	0.8	2.6	2.7	5.2	1.7	1.3	2.4	---	---
HSP	T	2,936	6.1	4.2	3.9	6.3	4.4	3.3	3.3	5.1	5.9	0.4	1.8	5.7	3.8	18.6	5.5	4.3	12.7	6.0	10.5
	M	1,314	2.7	3.9	3.6	6.3	4.2	1.0	2.2	2.3	3.8	---	0.7	2.6	1.4	0.9	3.4	0.1	7.8	5.9	8.7
	F	1,622	3.4	0.3	0.3	---	0.2	2.3	1.1	2.8	2.1	0.4	1.1	3.1	2.4	17.7	2.1	4.2	4.9	0.1	1.8
AA#	T	270	0.6	0.1	0.2	---	0.7	0.8	0.5	0.4	0.5	---	1.2	0.8	0.4	0.7	0.8	0.4	0.6	---	0.3
	M	107	0.2	0.1	0.2	---	0.2	0.2	0.3	0.1	0.5	---	0.9	---	0.1	0.2	0.4	---	0.3	---	0.3
	F	163	0.3	---	---	---	0.5	0.6	0.2	0.3	---	---	0.3	0.8	0.3	0.5	0.4	0.4	0.3	---	---
IND	T	115	0.2	0.1	0.1	---	---	0.1	0.3	0.3	0.1	---	---	0.5	0.1	1.1	0.4	---	0.2	0.2	0.3
	M	45	0.1	---	---	---	---	***	0.2	0.1	0.1	---	---	---	0.1	0.2	0.4	---	0.1	0.2	0.3
	F	70	0.1	0.1	0.1	---	---	0.1	0.1	0.2	---	---	---	0.5	---	0.9	---	***	0.1	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

COLORADO
NO. OF DISTRICTS (SAMPLED) -- 66
NO. OF SCHOOLS INCLUDED ---- 937

RACE/ ETHNIC GROUP		TOT [illegible]	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	48,053	100.0	1.5	2.1	0.1	0.9	24.0	27.5	4.3	2.0	0.5	1.6	0.8	2.1	6.7	0.5	7.4	15.3	2.2	0.7
	M	18,649	100.0	3.3	4.9	0.3	1.9	11.5	40.6	3.4	3.0	0.6	0.8	1.1	1.1	0.8	0.8	0.3	19.1	5.2	1.4
	F	29,404	100.0	0.4	0.3	***	0.2	31.9	19.3	4.8	1.4	0.4	2.1	0.6	2.8	10.4	0.3	11.8	12.9	0.3	0.2
WH*	T	43,322	100.0	1.6	2.2	0.1	0.9	24.8	28.7	4.3	2.0	0.5	1.7	0.8	2.2	5.4	0.5	7.7	13.7	2.3	0.7
	M	16,684	100.0	3.5	5.2	0.3	2.0	11.7	42.6	3.5	3.0	0.7	0.8	1.1	1.1	0.5	0.8	0.3	16.3	5.3	1.4
	F	26,638	100.0	0.4	0.3	0.1	0.2	33.0	20.0	4.8	1.4	0.4	2.2	0.6	2.8	8.5	0.3	12.3	12.1	0.3	0.2
MIN	T	4,731	100.0	0.8	1.2	0.1	0.7	16.1	16.7	3.8	1.9	0.1	0.6	0.8	1.5	18.1	0.5	4.6	29.6	1.8	0.9
	M	1,965	100.0	1.6	2.5	0.3	1.3	9.4	23.4	3.0	2.6	---	0.7	0.7	0.9	3.8	0.8	0.4	42.7	4.2	1.8
	F	2,766	100.0	0.1	0.3	---	0.3	20.9	11.9	4.4	1.4	0.2	0.6	1.0	2.0	28.2	0.4	7.6	20.3	***	0.2
BL*	T	1,410	100.0	0.3	1.2	0.1	0.9	19.4	18.4	4.4	2.0	0.4	0.5	0.9	2.1	14.3	0.6	3.3	29.7	1.3	0.3
	M	499	100.0	0.6	2.4	0.4	1.2	8.8	21.2	1.6	1.8	---	0.2	0.6	0.4	6.8	1.0	0.4	48.1	3.6	0.8
	F	911	100.0	0.1	0.5	---	0.7	25.1	16.9	5.9	2.1	0.5	0.7	1.1	3.0	18.3	0.4	4.9	19.6	---	---
HSP	T	2,936	100.0	1.0	1.3	0.1	0.6	13.1	14.8	3.5	1.9	***	0.4	0.7	1.3	20.3	0.4	5.3	31.6	2.1	1.2
	M	1,314	100.0	2.1	2.7	0.3	1.4	9.1	22.5	3.5	2.7	---	0.4	0.8	1.1	2.1	0.6	0.4	43.5	4.7	2.2
	F	1,622	100.0	0.1	0.2	---	0.1	16.3	8.6	3.6	1.2	0.1	0.5	0.7	1.5	35.1	0.3	9.2	22.0	0.1	0.4
AAS	T	270	100.0	0.4	0.7	---	1.1	32.2	23.3	3.3	1.9	---	3.3	1.1	1.5	8.5	0.7	5.6	15.9	---	0.4
	M	107	100.0	0.9	1.9	---	0.9	16.8	36.4	2.8	4.7	---	6.5	---	0.9	6.5	0.9	---	19.6	---	0.9
	F	163	100.0	---	---	---	1.2	42.3	14.7	3.7	---	---	1.2	1.8	1.8	9.8	0.6	9.2	13.5	---	---
IND	T	115	100.0	0.9	0.9	---	---	17.4	27.0	6.1	0.9	---	---	1.7	0.9	30.4	0.9	0.9	9.6	1.7	0.9
	M	45	100.0	---	---	---	---	8.9	44.4	4.4	2.2	---	---	---	2.2	13.3	2.2	---	15.6	4.4	2.2
	F	70	100.0	1.4	1.4	---	---	22.9	15.7	7.1	---	---	---	2.9	---	41.4	---	1.4	5.7	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

CONNECTICUT
NO. OF DISTRICTS (SAMPLED) -- 124
NO. OF SCHOOLS INCLUDED ---- 1,052

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	54,539	20,592	33,947	50,911	3,628	2,828	722	63	15
OFFICIALS/ADMIN/MANAGERS	490	444	46	476	14	14	---	---	---
PRINCIPALS	1,052	926	126	1,020	32	30	2	---	---
ASST PRINCIPALS, TEACH	147	119	28	144	3	3	---	---	---
ASST PRINCIPALS, N.T.	481	425	56	442	39	31	8	---	---
ELEMENTARY TEACHERS	15,822	3,158	12,664	14,903	919	725	165	26	3
SECONDARY TEACHERS	15,303	8,587	6,716	14,696	607	477	112	11	7
OTHER TEACHERS	2,486	692	1,794	2,394	92	67	19	6	---
GUIDANCE	1,087	625	462	1,034	53	44	8	---	1
PSYCHOLOGICAL	314	129	185	308	6	3	2	1	---
LIBRARIANS/AUDIO-VISUAL	734	133	601	710	24	21	1	2	---
CONSULTANTS/SUPER OF INST	500	287	213	460	40	35	5	---	---
OTHER PROFESSIONALS	1,819	414	1,405	1,677	142	103	36	3	---
TEACHERS AIDES	3,633	124	3,509	2,742	891	683	202	4	2
TECHNICIANS	149	69	80	146	3	3	---	---	---
CLERICAL/SECRETARIAL	3,418	29	3,389	3,282	136	114	21	1	---
SERVICE WORKERS	6,368	3,780	2,588	5,809	559	429	123	6	1
SKILLED CRAFT	512	469	43	481	31	20	7	3	1
LABORERS, UNSKILLED	224	182	42	187	37	26	11	---	---
TOTAL, PART-TIME	7,796	1,473	6,323	7,529	267	184	79	3	1
PROFESSIONAL/INSTRUCTION	4,391	731	3,660	4,230	161	102	58	1	---
ALL OTHER	3,405	742	2,663	3,299	106	82	21	2	1
TOTAL, NEW HIRES	2,361	776	1,585	2,174	187	121	62	2	2
PROFESSIONAL STAFF	1,702	569	1,133	1,586	116	78	34	2	2
NON-PROFESSIONAL STAFF	659	207	452	588	71	43	28	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

CONNECTICUT
NO. OF DISTRICTS (SAMPLED) -- 124
NO. OF SCHOOLS INCLUDED ---- 1,052

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	19,532	1,060	778	264	11	7	31,379	2,568	2,050	458	52	8
OFFICIALS/ADMIN/MANAGERS	435	9	9	---	---	---	41	5	5	---	---	---
PRINCIPALS	900	26	24	2	---	---	120	6	6	---	---	---
ASST PRINCIPALS, TEACH	116	3	3	---	---	---	28	---	---	---	---	---
ASST PRINCIPALS, N.T.	397	28	23	5	---	---	45	11	8	3	---	---
ELEMENTARY TEACHERS	3,011	147	103	42	2	---	11,892	772	622	123	24	3
SECONDARY TEACHERS	8,337	250	182	59	4	5	6,359	357	295	53	7	2
OTHER TEACHERS	666	26	18	6	2	---	1,728	66	49	13	4	---
GUIDANCE	604	21	15	5	---	1	430	32	29	3	---	---
PSYCHOLOGICAL	127	2	---	2	---	---	181	4	3	---	1	---
LIBRARIANS/AUDIO-VISUAL	131	2	2	---	---	---	579	22	19	1	2	---
CONSULTANTS/SUPER OF INST	277	10	9	1	---	---	183	30	26	4	---	---
OTHER PROFESSIONALS	377	37	25	12	---	---	1,300	105	78	24	3	---
TEACHERS AIDES	69	55	38	17	---	---	2,673	836	645	185	4	2
TECHNICIANS	66	3	3	---	---	---	80	---	---	---	---	---
CLERICAL/SECRETARIAL	22	7	6	1	---	---	3,260	129	108	20	1	---
SERVICE WORKERS	3,392	388	287	98	2	1	2,417	171	142	25	4	---
SKILLED CRAFT	453	15	11	4	1	---	28	15	9	3	2	1
LABORERS, UNSKILLED	152	30	20	10	---	---	35	7	6	1	---	---
TOTAL, PART-TIME	1,421	52	45	6	1	---	6,108	215	139	73	2	1
PROFESSIONAL/INSTRUCTION	699	32	29	3	---	---	3,531	129	73	55	1	---
ALL OTHER	722	20	16	3	1	---	2,577	86	66	18	1	1
TOTAL, NEW HIRES	718	58	38	20	---	---	1,456	129	83	42	2	2
PROFESSIONAL STAFF	534	35	23	12	---	---	1,052	81	55	22	2	2
NON-PROFESSIONAL STAFF	184	23	15	8	---	---	404	48	28	20	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

CONNECTICUT
NO. OF DISTRICTS (SAMPLED) --- 124
NO. OF SCHOOLS INCLUDED ---- 1,052

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	54,539	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	20,592	37.8	90.6	88.0	81.0	88.4	20.0	56.1	27.8	57.5	41.1	18.1	57.4	22.8	3.4	46.3	0.8	59.4	91.6	81.3
	F	33,947	62.2	9.4	12.0	19.0	11.6	80.0	43.9	72.2	42.5	58.9	81.9	42.6	77.2	96.6	53.7	99.2	40.6	8.4	18.8
WH*	T	50,911	93.3	97.2	97.0	97.9	91.9	94.2	96.1	96.3	95.2	98.0	96.7	92.0	92.2	75.5	98.0	96.0	91.3	94.0	83.5
	M	19,532	35.8	88.8	85.6	78.9	82.5	19.0	54.5	26.8	55.6	40.4	17.8	55.4	20.7	1.9	44.3	0.6	53.3	88.5	67.9
	F	31,379	57.5	8.4	11.4	19.0	9.4	75.2	41.6	69.5	39.6	57.6	78.9	36.6	71.5	73.6	53.7	95.4	38.0	5.5	15.6
MIN	T	3,628	6.7	2.8	3.1	2.0	8.1	5.8	3.9	3.7	4.8	1.9	3.3	8.0	7.8	24.5	2.0	4.0	8.8	6.0	16.5
	M	1,060	1.9	1.8	2.5	2.0	5.8	0.9	1.6	1.0	1.9	0.6	0.3	2.0	2.0	1.5	2.0	0.2	6.1	3.1	13.4
	F	2,568	4.7	1.0	0.6	---	2.3	4.9	2.3	2.7	2.9	1.3	3.0	6.0	5.8	23.0	---	3.8	2.7	2.9	3.1
BL*	T	2,828	5.2	2.8	2.9	2.0	6.5	4.6	3.1	2.7	4.1	1.0	2.9	7.0	5.7	18.8	2.0	3.4	6.7	3.9	11.6
	M	778	1.4	1.8	2.3	2.0	4.8	0.7	1.2	0.7	1.4	---	0.3	1.8	1.4	1.0	2.0	0.2	4.5	2.1	8.9
	F	2,050	3.8	1.0	0.6	---	1.7	3.9	1.9	2.0	2.7	1.0	2.6	5.2	4.3	17.8	---	3.2	2.2	1.8	2.7
HSP	T	722	1.3	---	0.2	---	1.6	1.1	0.7	0.7	0.8	0.6	0.1	1.0	2.0	5.6	---	0.6	1.9	1.4	4.9
	M	264	0.5	---	0.2	---	1.0	0.3	0.4	0.2	0.5	0.6	---	0.2	0.7	0.5	---	***	1.5	0.8	4.5
	F	458	0.8	---	---	---	0.6	0.8	0.3	0.5	0.3	---	0.1	0.8	1.3	5.1	---	0.6	0.4	0.6	0.4
AA#	T	63	0.1	---	---	---	---	0.2	---	0.3	---	0.3	0.3	---	0.2	0.1	---	---	0.1	0.6	---
	M	11	***	---	---	---	---	***	***	0.1	---	---	---	---	---	---	---	---	***	0.2	---
	F	52	0.1	---	---	---	---	0.2	***	0.2	---	0.3	0.3	---	0.2	0.1	---	***	0.1	0.4	---
IND	T	15	***	---	---	---	---	---	---	---	0.1	---	---	---	---	0.1	---	---	---	0.2	---
	M	7	***	---	---	---	---	---	***	---	0.1	---	---	---	---	---	---	---	***	---	---
	F	8	***	---	---	---	---	***	***	---	---	---	---	---	---	0.1	---	---	---	0.2	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

CONNECTICUT
NO. OF DISTRICTS (SAMPLED) -- 124
NO. OF SCHOOLS INCLUDED ---- 1,052

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	54,539	100.0	0.9	1.9	0.3	0.9	29.0	28.1	4.6	2.0	0.6	1.3	0.9	3.3	6.7	0.3	6.3	11.7	0.5	0.4
	M	20,592	100.0	2.2	4.5	0.6	2.1	15.3	41.7	3.4	3.0	0.6	0.6	1.4	2.0	0.6	0.3	0.1	18.4	2.3	0.9
	F	33,947	100.0	0.1	0.4	0.1	0.2	37.3	19.8	5.3	1.4	0.5	1.8	0.6	4.1	10.3	0.2	10.0	7.6	0.1	0.1
WHT*	T	50,911	100.0	0.9	2.0	0.3	0.9	29.3	28.9	4.7	2.0	0.6	1.4	0.9	3.3	5.4	0.3	6.4	11.4	0.9	0.4
	M	19,532	100.0	2.2	4.6	0.6	2.0	15.4	42.7	3.4	3.1	0.7	0.7	1.4	1.9	0.4	0.3	0.1	17.4	2.3	0.8
	F	31,379	100.0	0.1	0.4	0.1	0.1	37.9	20.3	5.5	1.4	0.6	1.8	0.6	4.1	8.5	0.3	10.4	7.7	0.1	0.1
MIN	T	3,628	100.0	0.4	0.9	0.1	1.1	25.3	16.7	2.5	1.5	0.2	0.7	1.1	3.9	24.6	0.1	3.7	15.4	0.9	1.0
	M	1,060	100.0	0.8	2.5	0.3	2.6	13.9	23.6	2.5	2.0	0.2	0.2	0.9	3.5	5.2	0.3	0.7	36.6	1.5	2.8
	F	2,568	100.0	0.2	0.2	---	0.4	30.1	13.9	2.6	1.2	0.2	0.9	1.2	4.1	32.6	---	5.0	6.7	0.6	0.3
BLK*	T	2,828	100.0	0.5	1.1	0.1	1.[illegible]	25.6	16.9	2.4	1.6	0.1	0.7	1.2	3.6	24.2	0.1	4.0	15.2	0.7	0.9
	M	778	100.0	1.2	3.1	0.4	3.0	13.2	23.4	2.3	1.9	---	0.3	1.2	3.2	4.9	0.4	0.8	36.9	1.4	2.6
	F	2,050	100.0	0.2	0.3	---	0.4	30.3	14.4	2.4	1.4	0.1	0.9	1.3	3.8	31.5	---	5.3	6.9	0.4	0.3
HSP	T	722	100.0	---	0.3	---	1.1	22.9	15.5	2.6	1.1	0.3	0.1	0.7	5.0	28.0	---	2.9	17.0	1.0	1.5
	M	264	100.0	---	0.8	---	1.9	15.9	22.3	2.3	1.9	0.8	---	0.4	4.5	6.4	---	0.4	37.1	1.5	3.8
	F	458	100.0	---	---	---	0.7	26.9	11.6	2.8	0.7	---	0.2	0.9	5.2	40.4	---	4.4	5.5	0.7	0.2
AAB	T	63	100.0	---	---	---	---	41.3	17.5	9.5	---	1.6	3.2	---	4.8	6.3	---	1.6	9.5	4.8	---
	M	11	100.0	---	---	---	---	18.2	36.4	18.2	---	---	---	---	---	---	---	---	18.2	9.1	---
	F	52	100.0	---	---	---	---	46.2	13.5	7.7	---	1.9	3.8	---	5.8	7.7	---	1.9	7.7	3.8	---
IND	T	15	100.0	---	---	---	---	20.0	46.7	---	6.7	---	---	---	---	13.3	---	---	6.7	6.7	---
	M	7	100.0	---	---	---	---	---	71.4	---	14.3	---	---	---	---	---	---	---	14.3	---	---
	F	8	100.0	---	---	---	---	37.5	25.0	---	---	---	---	---	---	25.0	---	---	---	12.5	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

DELAWARE
NO. OF DISTRICTS (SAMPLED) -- 23
NO. OF SCHOOLS INCLUDED ---- 194

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	10,980	4,224	6,756	8,947	2,033	1,948	51	19	15
OFFICIALS/ADMIN/MANAGERS	188	155	33	173	15	15	---	---	---
PRINCIPALS	187	170	17	165	22	22	---	---	---
ASST PRINCIPALS, N.T.	122	102	20	105	17	16	---	---	1
ELEMENTARY TEACHERS	2,621	433	2,188	2,122	499	479	10	7	3
SECONDARY TEACHERS	3,713	2,060	1,653	3,191	522	501	15	3	3
OTHER TEACHERS	24	7	17	20	4	4	---	---	---
GUIDANCE	214	129	85	182	32	29	2	---	1
PSYCHOLOGICAL	43	22	21	40	3	1	1	1	---
LIBRARIANS/AUDIO-VISUAL	152	23	129	131	21	21	---	---	---
CONSULTANTS/SUPER OF INST	104	58	46	84	20	19	1	---	---
OTHER PROFESSIONALS	297	58	239	256	41	39	---	1	1
TEACHERS AIDES	794	24	770	514	280	264	12	3	1
TECHNICIANS	47	37	10	42	5	4	1	---	---
CLERICAL/SECRETARIAL	750	5	745	665	85	78	5	---	2
SERVICE WORKERS	1,687	904	783	1,223	464	453	4	4	3
SKILLED CRAFT	37	37	---	34	3	3	---	---	---
TOTAL, PART-TIME	1,536	107	1,429	1,389	147	140	1	5	1
PROFESSIONAL/INSTRUCTION	1,357	88	1,269	1,223	134	127	1	5	1
ALL OTHER	179	19	160	166	13	13	---	---	---
TOTAL, NEW HIRES	601	220	381	522	79	74	2	2	1
PROFESSIONAL STAFF	449	176	273	395	54	53	---	---	1
NON-PROFESSIONAL STAFF	152	44	108	127	25	21	2	2	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

DELAWARE
NO. OF DISTRICTS (SAMPLED) --- 23
NO. OF SCHOOLS INCLUDED ----- 194

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	3,456	768	740	16	5	7	5,491	1,265	1,208	35	14	8
OFFICIALS/ADMIN/MANAGERS	144	11	11	---	---	---	29	4	4	---	---	---
PRINCIPALS	152	18	18	---	---	---	13	4	4	---	---	---
ASST PRINCIPALS, N.T.	88	14	14	---	---	---	17	3	2	---	---	1
ELEMENTARY TEACHERS	356	77	77	---	---	---	1,766	422	402	10	7	3
SECONDARY TEACHERS	1,811	249	238	8	1	2	1,380	273	263	7	2	1
OTHER TEACHERS	5	2	2	---	---	---	15	2	2	---	---	---
GUIDANCE	110	19	17	1	---	1	72	13	12	1	---	---
PSYCHOLOGICAL	20	2	1	---	1	---	20	1	---	1	---	---
LIBRARIANS/AUDIO-VISUAL	23	---	---	---	---	---	108	21	21	---	---	---
CONSULTANTS/SUPER OF INST	49	9	8	1	---	---	35	11	11	---	---	---
OTHER PROFESSIONALS	45	13	12	---	---	1	211	28	27	---	1	---
TEACHERS AIDES	4	20	18	1	1	---	510	260	246	11	2	1
TECHNICIANS	33	4	3	1	---	---	9	1	1	---	---	---
CLERICAL/SECRETARIAL	3	2	2	---	---	---	662	83	76	5	---	2
SERVICE WORKERS	579	325	316	4	2	3	644	139	137	---	2	---
SKILLED CRAFT	34	3	3	---	---	---	---	---	---	---	---	---
TOTAL, PART-TIME	89	18	18	---	---	---	1,300	129	122	1	5	1
PROFESSIONAL/INSTRUCTION	72	16	16	---	---	---	1,151	118	111	1	5	1
ALL OTHER	17	2	2	---	---	---	149	11	11	---	---	---
TOTAL, NEW HIRES	177	43	38	2	2	1	345	36	36	---	---	---
PROFESSIONAL STAFF	151	25	24	---	---	1	244	29	29	---	---	---
NON-PROFESSIONAL STAFF	26	18	14	2	2	---	101	7	7	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

DELAWARE
NO. OF DISTRICTS (SAMPLED) — 23
NO. OF SCHOOLS INCLUDED ——— 194

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	10,980	100.0	100.0	100.0	---	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	---
	M	4,224	38.5	82.4	90.9	---	83.6	16.5	55.5	29.2	60.3	51.2	15.1	55.8	19.5	3.0	78.7	0.7	53.6	100.0	---
	F	6,756	61.5	17.6	9.1	---	16.4	83.5	44.5	70.8	39.7	48.8	84.9	44.2	80.5	97.0	21.3	99.3	46.4	---	---
WHP	T	8,947	81.5	92.0	88.3	---	86.0	81.0	86.0	83.3	85.0	93.0	86.2	80.8	86.2	64.7	89.3	88.7	72.5	91.9	---
	M	3,456	31.5	76.6	81.3	---	72.1	13.6	48.8	20.8	51.4	46.5	15.1	47.1	15.2	0.5	70.2	0.4	34.3	91.9	---
	F	5,491	50.0	15.4	7.0	---	13.9	67.4	37.2	62.5	33.6	46.5	71.1	33.7	71.0	64.2	19.1	88.3	38.2	---	---
MIN	T	2,033	18.5	8.0	11.7	---	14.0	19.0	14.1	16.6	15.0	7.0	13.8	19.3	13.8	35.2	10.6	11.4	27.5	8.1	---
	M	768	7.0	5.9	9.6	---	11.5	2.9	6.7	8.3	8.9	4.7	---	8.7	4.4	2.5	8.5	0.3	19.3	8.1	---
	F	1,265	11.5	2.1	2.1	---	2.5	16.1	7.4	8.3	6.1	2.3	13.8	10.6	9.4	32.7	2.1	11.1	8.2	---	---
BL*	T	1,948	17.7	8.0	11.7	---	13.1	18.2	13.5	16.6	13.5	2.3	13.8	18.3	13.1	33.3	8.5	10.4	26.8	8.1	---
	M	740	6.7	5.9	9.6	---	11.5	2.9	6.4	8.3	7.9	2.3	---	7.7	4.0	2.3	6.4	0.3	18.7	8.1	---
	F	1,208	11.0	2.1	2.1	---	1.6	15.3	7.1	8.3	5.6	---	13.8	10.6	9.1	31.0	2.1	10.1	8.1	---	---
HSP	T	51	0.5	---	---	---	---	0.4	0.4	---	1.0	2.3	---	1.0	---	1.5	2.1	0.7	0.2	---	---
	M	16	0.1	---	---	---	---	---	0.2	---	0.5	---	---	1.0	---	0.1	2.1	---	0.2	---	---
	F	35	0.3	---	---	---	---	0.4	0.2	---	0.5	2.3	---	---	---	1.4	---	0.7	---	---	---
AAP	T	19	0.2	---	---	---	---	0.3	0.1	---	---	2.3	---	---	0.3	0.4	---	---	0.2	---	---
	M	5	***	---	---	---	---	---	***	---	---	2.3	---	---	---	0.1	---	---	0.1	---	---
	F	14	0.1	---	---	---	---	0.3	0.1	---	---	---	---	---	0.3	0.3	---	---	0.1	---	---
IND	T	15	0.1	---	---	---	0.8	0.1	0.1	---	0.5	---	---	---	0.3	0.1	---	0.3	0.2	---	---
	M	7	0.1	---	---	---	---	---	0.1	---	0.5	---	---	---	0.3	---	---	---	0.2	---	---
	F	8	0.1	---	---	---	0.8	0.1	***	---	---	---	---	---	---	0.1	---	0.3	---	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

DELAWARE
NO. OF DISTRICTS (SAMPLED) — 23
NO. OF SCHOOLS INCLUDED ---- 194

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	10,980	100.0	1.7	1.7	---	1.1	23.9	33.8	0.2	1.9	0.4	1.4	0.9	2.7	7.2	0.4	6.8	15.4	0.3	---
	M	4,224	100.0	3.7	4.0	---	2.4	10.3	48.8	0.2	3.1	0.5	0.5	1.4	1.4	0.6	0.9	0.1	21.4	0.9	---
	F	6,756	100.0	0.5	0.3	---	0.3	32.4	24.5	0.3	1.3	0.3	1.9	0.7	3.5	11.4	0.1	11.0	11.6	---	---
WH*	T	8,947	100.0	1.9	1.8	---	1.2	23.7	35.7	0.2	2.0	0.4	1.5	0.9	2.9	5.7	0.5	7.4	13.7	0.4	---
	M	3,456	100.0	4.2	4.4	---	2.5	10.3	52.4	0.1	3.2	0.6	0.7	1.4	1.3	0.1	1.0	0.1	16.8	1.0	---
	F	5,491	100.0	0.5	0.2	---	0.3	32.2	25.1	0.3	1.3	0.4	2.0	0.6	3.8	9.3	0.2	12.1	11.7	---	---
MIN	T	2,033	100.0	0.7	1.1	---	0.8	24.5	25.7	0.2	1.6	0.1	1.0	1.0	2.0	13.8	0.2	4.2	22.8	0.1	---
	M	768	100.0	1.4	2.3	---	1.8	10.0	32.4	0.3	2.5	0.3	---	1.2	1.7	2.6	0.5	0.3	42.3	0.4	---
	F	1,265	100.0	0.3	0.3	---	0.2	33.4	21.6	0.2	1.0	0.1	1.7	0.9	2.2	20.6	0.1	6.6	11.0	---	---
BL*	T	1,948	100.0	0.8	1.1	---	0.8	24.6	25.7	0.2	1.5	0.1	1.1	1.0	2.0	13.6	0.2	4.0	23.3	0.2	---
	M	740	100.0	1.5	2.4	---	1.9	10.4	32.2	0.3	2.3	0.1	---	1.1	1.6	2.4	0.4	0.3	42.7	0.4	---
	F	1,208	100.0	0.3	0.3	---	0.2	33.3	21.8	0.2	1.0	---	1.7	0.9	2.2	20.4	0.1	6.3	11.3	---	---
HSP	T	51	100.0	---	---	---	---	19.6	29.4	---	3.9	2.0	---	2.0	---	23.5	2.0	9.8	7.8	---	---
	M	16	100.0	---	---	---	---	---	50.0	---	6.3	---	---	6.3	---	6.3	6.3	---	25.0	---	---
	F	35	100.0	---	---	---	---	28.6	20.0	---	2.9	2.9	---	---	---	31.4	---	14.3	---	---	---
AA#	T	19	100.0	---	---	---	---	36.8	15.8	---	---	5.3	---	---	5.3	15.8	---	---	21.1	---	---
	M	5	100.0	---	---	---	---	---	20.0	---	---	20.0	---	---	---	20.0	---	---	40.0	---	---
	F	14	100.0	---	---	---	---	50.0	14.3	---	---	---	---	---	7.1	14.3	---	---	14.3	---	---
IND	T	15	100.0	---	---	---	6.7	20.0	20.0	---	6.7	---	---	---	6.7	6.7	---	13.3	20.0	---	---
	M	7	100.0	---	---	---	---	---	28.6	---	14.3	---	---	---	14.3	---	---	---	42.9	---	---
	F	8	100.0	---	---	---	12.5	37.5	12.5	---	---	---	---	---	---	12.5	---	25.0	---	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

FLORIDA
NO. OF DISTRICTS (SAMPLED) -- 63
NO. OF SCHOOLS INCLUDED ---- 1,943

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN*	INDIAN
TOTAL, FULL-TIME STAFF	141,292	43,033	98,259	105,566	35,726	30,263	5,294	132	37
OFFICIALS/ADMIN/MANAGERS	1,371	1,108	263	1,256	115	98	17	---	---
PRINCIPALS	2,015	1,606	409	1,714	301	279	20	---	2
ASST PRINCIPALS, TEACH	101	79	22	86	15	15	---	---	---
ASST PRINCIPALS, N.T.	1,744	1,235	509	1,337	407	375	32	---	---
ELEMENTARY TEACHERS	33,202	3,976	29,226	25,161	8,041	7,169	847	17	8
SECONDARY TEACHERS	34,258	15,990	18,268	28,133	6,125	5,357	733	27	8
OTHER TEACHERS	6,216	2,105	4,111	5,044	1,172	820	336	15	1
GUIDANCE	2,631	1,047	1,584	2,102	529	472	53	3	1
PSYCHOLOGICAL	358	174	184	315	43	26	17	---	---
LIBRARIANS/AUDIO-VISUAL	2,405	215	2,190	1,937	468	421	43	4	---
CONSULTANTS/SUPER OF INST	1,043	502	541	895	148	134	13	1	---
OTHER PROFESSIONALS	3,338	1,211	2,127	2,474	864	701	159	3	1
TEACHERS AIDES	11,426	414	11,012	7,239	4,187	3,204	968	9	6
TECHNICIANS	703	433	270	616	87	49	34	4	---
CLERICAL/SECRETARIAL	10,755	365	10,390	9,157	1,598	1,209	379	9	1
SERVICE WORKERS	24,646	8,003	16,643	14,122	10,524	9,128	1,359	31	6
SKILLED CRAFT	3,869	3,653	216	3,180	689	464	219	4	2
LABORERS, UNSKILLED	1,211	917	294	798	413	342	65	5	1
TOTAL, PART-TIME	18,231	4,853	13,378	13,635	4,596	3,636	930	28	2
PROFESSIONAL/INSTRUCTION	11,923	2,200	9,723	8,244	3,679	2,989	668	21	1
ALL OTHER	6,308	2,653	3,655	5,391	917	647	262	7	1
TOTAL, NEW HIRES	10,540	3,211	7,329	8,253	2,287	1,787	472	22	6
PROFESSIONAL STAFF	5,694	1,835	3,859	4,877	817	680	125	9	3
NON-PROFESSIONAL STAFF	4,846	1,376	3,470	3,376	1,470	1,107	347	13	3

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

FLORIDA
NO. OF DISTRICTS (SAMPLED) -- 63
NO. OF SCHOOLS INCLUDED ---- 1,943

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	32,778	10,255	8,177	2,024	44	10	72,788	25,471	22,086	3,270	88	27
OFFICIALS/ADMIN/MANAGERS	1,024	84	72	12	---	---	232	31	26	5	---	---
PRINCIPALS	1,385	221	208	12	---	1	329	80	71	8	---	1
ASST PRINCIPALS, TEACH	66	13	13	---	---	---	20	2	2	---	---	---
ASST PRINCIPALS, N.T.	938	297	273	24	---	---	399	110	102	8	---	---
ELEMENTARY TEACHERS	3,081	895	806	85	4	---	22,080	7,146	6,363	762	13	8
SECONDARY TEACHERS	13,557	2,433	2,133	286	10	4	14,576	3,692	3,224	447	17	4
OTHER TEACHERS	1,725	380	226	147	6	1	3,319	792	594	189	9	---
GUIDANCE	858	189	168	20	1	---	1,244	340	304	33	2	1
PSYCHOLOGICAL	164	10	5	5	---	---	151	33	21	12	---	---
LIBRARIANS/AUDIO-VISUAL	187	28	18	9	1	---	1,750	440	403	34	3	---
CONSULTANTS/SUPER OF INST	448	54	47	6	1	---	447	94	87	7	---	---
OTHER PROFESSIONALS	901	310	252	55	3	---	1,573	554	449	104	---	1
TEACHERS AIDES	186	228	150	77	1	---	7,053	3,959	3,054	891	8	6
TECHNICIANS	392	41	23	15	3	---	224	46	26	19	1	---
CLERICAL/SECRETARIAL	307	58	43	14	1	---	2,850	1,540	1,166	365	8	1
SERVICE WORKERS	3,991	4,012	3,024	981	6	1	10,131	6,512	6,104	378	25	5
SKILLED CRAFT	2,997	656	433	217	4	2	183	33	31	2	---	---
LABORERS, UNSKILLED	571	346	283	59	3	1	227	67	59	6	2	---
TOTAL, PART-TIME	3,632	1,221	999	210	12	---	10,003	3,375	2,637	720	16	2
PROFESSIONAL/INSTRUCTION	1,378	822	744	69	9	---	6,866	2,857	2,245	599	12	1
ALL OTHER	2,254	399	255	141	3	---	3,137	518	392	121	4	1
TOTAL, NEW HIRES	2,444	767	589	165	11	2	5,809	1,520	1,198	307	11	4
PROFESSIONAL STAFF	1,609	226	182	39	3	2	3,268	591	498	86	6	1
NON-PROFESSIONAL STAFF	835	541	407	126	8	---	2,541	929	700	221	5	3

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

FLORIDA
NO. OF DISTRICTS (SAMPLED) — 63
NO. OF SCHOOLS INCLUDED ---- 1,943

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN-	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	141,292	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	43,033	30.5	80.8	79.7	78.2	70.8	12.0	46.7	33.9	39.8	48.6	8.9	48.1	36.3	3.6	61.6	3.4	32.5	94.4	75.7
	F	98,259	69.5	19.2	20.3	21.8	29.2	88.0	53.3	66.1	60.2	51.4	91.1	51.9	63.7	96.4	38.4	96.6	67.5	5.6	24.3
WHI*	T	105,566	74.7	91.6	85.0	85.1	76.7	75.8	82.1	81.2	79.9	88.0	80.6	85.9	74.1	63.3	87.7	85.2	57.3	82.2	65.9
	M	32,778	23.2	74.7	68.7	65.3	53.8	9.3	39.6	27.8	32.6	45.8	7.8	43.0	27.0	1.6	55.8	2.9	16.2	77.5	47.2
	F	72,788	51.5	16.9	16.3	19.8	22.9	66.5	42.5	53.4	47.3	42.2	72.8	42.9	47.1	61.7	31.9	82.3	41.1	4.7	18.7
MIN	T	35,726	25.3	8.4	15.0	14.9	23.3	24.2	17.9	18.8	20.1	12.0	19.5	14.2	25.9	36.6	12.3	14.8	42.7	17.9	34.1
	M	10,255	7.3	6.1	11.0	12.9	17.0	2.7	7.1	6.1	7.2	2.8	1.2	5.2	9.3	2.0	5.8	0.5	16.3	17.0	28.6
	F	25,471	18.0	2.3	4.0	2.0	6.3	21.5	10.8	12.7	12.9	9.2	18.3	9.0	16.6	34.6	6.5	14.3	26.4	0.9	5.5
BLA	T	30,263	21.4	7.2	13.8	14.9	21.5	21.6	15.6	13.2	18.0	7.3	17.5	12.8	21.0	28.0	7.0	11.2	37.1	12.0	28.3
	M	8,177	5.8	5.3	10.3	12.9	15.7	2.4	6.2	3.6	6.4	1.4	0.7	4.5	7.5	1.3	3.3	0.4	12.3	11.2	23.4
	F	22,086	15.6	1.9	3.5	2.0	5.8	19.2	9.4	9.6	11.6	5.9	16.8	8.3	13.5	26.7	3.7	10.8	24.8	0.8	4.9
HSP	T	5,294	3.7	1.3	1.0	---	1.9	2.6	2.1	5.4	2.1	4.8	1.8	1.3	4.7	8.5	4.8	3.5	5.5	5.7	5.4
	M	2,024	1.4	0.9	0.6	---	1.4	0.3	0.8	2.4	0.8	1.4	0.4	0.6	1.6	0.7	2.1	0.1	4.0	5.6	4.9
	F	3,270	2.3	0.4	0.4	---	0.5	2.3	1.3	3.0	1.3	3.4	1.4	0.7	3.1	7.8	2.7	3.4	1.5	0.1	0.5
AAS	T	132	0.1	---	---	---	---	---	---	0.2	0.1	---	0.1	0.1	0.1	0.1	0.5	0.1	0.1	0.1	0.4
	M	44	***	---	---	---	---	***	***	0.1	***	---	***	0.1	0.1	***	0.4	***	***	0.1	0.2
	F	88	0.1	---	---	---	---	***	***	0.1	0.1	---	0.1	---	---	0.1	0.1	0.1	0.1	---	0.2
IND	T	37	***	---	---	---	---	---	---	---	---	---	---	---	---	0.1	---	---	---	0.1	0.1
	M	10	***	---	***	---	---	---	***	***	---	---	---	---	---	---	---	---	***	0.1	0.1
	F	27	***	---	***	---	---	***	***	---	***	---	---	---	***	0.1	---	***	***	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

FLORIDA
NO. OF DISTRICTS (SAMPLED) -- 63
NO. OF SCHOOLS INCLUDED ---- 1,943

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	141,292	100.0	1.0	1.4	0.1	1.2	23.5	24.2	4.4	1.9	0.3	1.7	0.7	2.4	8.1	0.5	7.6	17.4	2.7	0.9
	M	43,033	100.0	2.6	3.7	0.2	2.9	9.2	37.2	4.9	2.4	0.4	0.5	1.2	2.8	1.0	1.0	0.8	18.6	8.5	2.1
	F	98,259	100.0	0.3	0.4	***	0.5	29.7	18.6	4.2	1.6	0.2	2.2	0.6	2.2	11.2	0.3	10.6	16.9	0.2	0.3
WH*	T	105,566	100.0	1.2	1.6	0.1	1.3	23.8	26.6	4.8	2.0	0.3	1.8	0.8	2.3	6.9	0.6	8.7	13.4	3.0	0.8
	M	32,778	100.0	3.1	4.2	0.2	2.9	9.4	41.4	5.3	2.6	0.5	0.6	1.4	2.7	0.6	1.2	0.9	12.2	9.1	1.7
	F	72,788	100.0	0.3	0.5	***	0.5	30.3	20.0	4.6	1.7	0.2	2.4	0.6	2.2	9.7	0.3	12.2	13.9	0.3	0.3
MIN	T	35,726	100.0	0.3	0.8	***	1.1	22.5	17.1	3.3	1.5	0.1	1.3	0.4	2.4	11.7	0.2	4.5	29.5	1.9	1.2
	M	10,255	100.0	0.8	2.2	0.1	2.9	8.7	23.7	3.7	1.8	0.1	0.3	0.5	3.0	2.2	0.4	0.6	39.1	6.4	3.4
	F	25,471	100.0	0.1	0.3	***	0.4	28.1	14.5	3.1	1.3	0.1	1.7	0.4	2.2	15.5	0.2	6.0	25.6	0.1	0.3
BL*	T	30,263	100.0	0.3	0.9	***	1.2	23.7	17.7	2.7	1.6	0.1	1.4	0.4	2.3	10.6	0.2	4.0	30.2	1.5	1.1
	M	8,177	100.0	0.9	2.5	0.2	3.3	9.9	26.1	2.8	2.1	0.1	0.2	0.6	3.1	1.8	0.3	0.5	37.0	5.3	3.5
	F	22,086	100.0	0.1	0.3	***	0.5	28.8	14.6	2.7	1.4	0.1	1.8	0.4	2.0	13.8	0.1	5.3	27.6	0.1	0.3
HSP	T	5,294	100.0	0.3	0.4	---	0.6	16.0	13.8	6.3	1.0	0.3	0.8	0.2	3.0	18.3	0.6	7.2	25.7	4.1	1.2
	M	2,024	100.0	0.6	0.6	---	1.2	4.2	14.1	7.3	1.0	0.2	0.4	0.3	2.7	3.8	0.7	0.7	48.5	10.7	2.9
	F	3,270	100.0	0.2	0.2	---	0.2	23.3	13.7	5.8	1.0	0.4	1.0	0.2	3.2	27.2	0.6	11.2	11.6	0.1	0.2
AA#	T	132	100.0	---	---	---	---	12.9	20.5	11.4	2.3	---	3.0	0.8	2.3	6.8	3.0	6.8	23.5	3.0	3.8
	M	44	100.0	---	---	---	---	9.1	22.7	13.6	2.3	---	2.3	2.3	6.8	2.3	6.8	2.3	13.6	9.1	6.8
	F	88	100.0	---	---	---	---	14.8	19.3	10.2	2.3	---	3.4	---	---	9.1	1.1	9.1	28.4	---	2.3
IND	T	37	100.0	---	5.4	---	---	21.6	21.6	2.7	2.7	---	---	---	2.7	16.2	---	2.7	16.2	5.4	2.7
	M	10	100.0	---	10.0	---	---	---	40.0	10.0	---	---	---	---	---	---	---	---	10.0	20.0	10.0
	F	27	100.0	---	3.7	---	---	29.6	14.8	---	3.7	---	---	---	3.7	22.2	---	3.7	18.5	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

GEORGIA
NO. OF DISTRICTS (SAMPLED) -- 162
NO. OF SCHOOLS INCLUDED ---- 1,745

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	94,979	23,939	71,040	63,303	31,676	31,475	126	66	9
OFFICIALS/ADMIN/MANAGERS	736	577	159	649	87	86	1	---	---
PRINCIPALS	1,778	1,544	234	1,402	376	376	---	---	---
ASST PRINCIPALS, TEACH	227	163	64	173	54	54	---	---	---
ASST PRINCIPALS, N.T.	675	588	87	438	237	237	---	---	---
ELEMENTARY TEACHERS	26,867	2,386	24,481	19,419	7,448	7,396	28	23	1
SECONDARY TEACHERS	17,293	7,131	10,162	13,006	4,287	4,215	51	16	5
OTHER TEACHERS	7,955	1,904	6,051	4,573	3,382	3,362	16	4	---
GUIDANCE	1,080	359	721	797	283	283	---	---	---
PSYCHOLOGICAL	132	45	87	120	12	11	1	---	---
LIBRARIANS/AUDIO-VISUAL	1,895	62	1,833	1,391	504	496	2	6	---
CONSULTANTS/SUPER OF INST	936	306	630	653	283	281	1	1	---
OTHER PROFESSIONALS	1,817	291	1,526	1,321	496	490	3	2	1
TEACHERS AIDES	6,722	129	6,593	4,233	2,489	2,475	10	4	---
TECHNICIANS	935	379	556	607	328	326	2	---	---
CLERICAL/SECRETARIAL	4,370	47	4,323	3,653	717	712	3	1	1
SERVICE WORKERS	18,910	6,000	12,910	9,321	9,589	9,576	7	5	1
SKILLED CRAFT	1,259	1,180	79	917	342	337	1	4	---
LABORERS, UNSKILLED	1,392	848	544	630	762	762	---	---	---
TOTAL, PART-TIME	8,659	2,934	5,725	3,580	5,079	5,067	5	5	2
PROFESSIONAL/INSTRUCTION	3,352	1,141	2,211	2,068	1,284	1,278	3	1	2
ALL OTHER	5,307	1,793	3,514	1,512	3,795	3,789	2	4	---
TOTAL, NEW HIRES	12,095	3,007	9,088	8,764	3,331	3,304	13	12	2
PROFESSIONAL STAFF	7,975	1,933	6,042	6,559	1,416	1,401	5	9	1
NON-PROFESSIONAL STAFF	4,120	1,074	3,046	2,205	1,915	1,903	8	3	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

GEORGIA
NO. OF DISTRICTS (SAMPLED) -- 162
NO. OF SCHOOLS INCLUDED ---- 1,745

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	15,594	8,345	8,292	30	18	5	47,709	23,331	23,183	96	48	4
OFFICIALS/ADMIN/MANAGERS	509	68	67	1	---	---	140	19	19	---	---	---
PRINCIPALS	1,242	302	302	---	---	---	160	74	74	---	---	---
ASST PRINCIPALS, TEACH	117	46	46	---	---	---	56	8	8	---	---	---
ASST PRINCIPALS, N.T.	385	203	203	---	---	---	53	34	34	---	---	---
ELEMENTARY TEACHERS	1,717	669	661	4	3	1	17,702	6,779	6,735	24	20	---
SECONDARY TEACHERS	5,456	1,675	1,646	16	9	4	7,550	2,612	2,569	35	7	1
OTHER TEACHERS	1,122	782	782	---	---	---	3,451	2,600	2,580	16	4	---
GUIDANCE	254	105	105	---	---	---	543	178	178	---	---	---
PSYCHOLOGICAL	44	1	1	---	---	---	76	11	10	1	---	---
LIBRARIANS/AUDIO-VISUAL	37	25	22	1	2	---	1,354	479	474	1	4	---
CONSULTANTS/SUPER OF INST	230	76	75	1	---	---	423	207	206	---	1	---
OTHER PROFESSIONALS	210	81	79	2	---	---	1,111	415	411	1	2	1
TEACHERS AIDES	67	62	62	---	---	---	4,166	2,427	2,413	10	4	---
TECHNICIANS	262	117	115	2	---	---	345	211	211	---	---	---
CLERICAL/SECRETARIAL	34	13	13	---	---	---	3,619	704	699	3	1	1
SERVICE WORKERS	2,699	3,301	3,299	2	---	---	6,622	6,288	6,277	5	5	1
SKILLED CRAFT	876	304	299	1	4	---	41	38	38	---	---	---
LABORERS, UNSKILLED	333	515	515	---	---	---	297	247	247	---	---	---
TOTAL, PART-TIME	1,025	1,909	1,906	---	2	1	2,555	3,170	3,161	5	3	1
PROFESSIONAL/INSTRUCTION	621	520	518	---	1	1	1,447	764	760	3	---	1
ALL OTHER	404	1,389	1,388	---	1	---	1,108	2,406	2,401	2	3	---
TOTAL, NEW HIRES	2,059	948	937	7	3	1	6,705	2,383	2,367	6	9	1
PROFESSIONAL STAFF	1,610	323	319	1	3	---	4,949	1,093	1,082	4	6	1
NON-PROFESSIONAL STAFF	449	625	618	6	---	1	1,756	1,290	1,285	2	3	---

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), SECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

GEORGIA
NO. OF DISTRICTS (SAMPLED) -- 162
NO. OF SCHOOLS INCLUDED ---- 1,745

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	94,979	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	23,939	25.2	78.4	86.8	71.8	87.1	8.9	41.2	23.9	33.2	34.1	3.3	32.7	16.0	1.9	40.5	1.1	31.7	93.7	60.9
	F	71,040	74.8	21.6	13.2	28.2	12.9	91.1	58.8	76.1	66.8	65.9	96.7	67.3	84.0	98.1	59.5	98.9	68.3	6.3	39.1
WH*	T	63,303	66.6	88.2	78.9	76.2	64.9	72.3	75.3	57.5	73.8	90.9	73.5	59.8	72.7	63.0	64.9	83.6	49.3	72.9	45.2
	M	15,594	16.4	69.2	69.9	51.5	57.0	6.4	31.6	14.1	23.5	33.3	2.0	24.6	11.6	1.0	28.0	0.8	14.3	69.6	23.9
	F	47,709	50.2	19.0	9.0	24.7	7.9	65.9	43.7	43.4	50.3	57.6	71.5	45.2	61.1	62.0	36.9	82.8	35.0	3.3	21.3
MIN	T	31,676	33.4	11.8	21.2	23.8	35.1	27.7	24.8	42.3	26.2	9.1	26.6	30.2	27.3	37.0	35.1	16.4	50.8	27.1	54.7
	M	8,345	8.8	9.2	17.0	20.3	30.1	2.5	9.7	9.8	9.7	0.8	1.3	8.1	4.5	0.9	12.5	0.3	17.5	24.1	37.0
	F	23,331	24.6	2.6	4.2	3.5	5.0	25.2	15.1	32.7	16.5	8.3	25.3	22.1	22.8	36.1	22.6	16.1	33.3	3.0	17.7
BL*	T	31,475	33.1	11.7	21.2	23.8	35.1	27.6	24.4	42.2	26.2	8.4	26.2	30.0	26.9	36.8	34.9	16.3	50.6	25.7	54.7
	M	8,292	8.7	9.1	17.0	20.3	30.1	2.5	9.5	9.8	9.7	0.8	1.2	8.0	4.3	0.9	12.3	0.3	17.4	23.7	37.0
	F	23,183	24.4	2.6	4.2	3.5	5.0	25.1	14.9	32.4	16.5	7.6	25.0	22.0	22.6	35.9	22.6	16.0	33.2	3.0	17.7
HSP	T	126	0.1	0.1	---	---	---	0.1	0.3	0.2	---	0.8	0.2	0.1	0.2	0.1	0.2	0.1	---	0.1	---
	M	30	***	0.1	---	---	---	***	0.1	---	---	---	0.1	0.1	0.1	---	0.2	---	***	0.1	---
	F	96	0.1	---	---	---	---	0.1	0.2	0.2	---	0.8	0.1	---	0.1	0.1	---	0.1	***	---	---
AAB	T	66	0.1	---	---	---	---	0.1	0.1	0.1	---	---	0.3	0.1	0.1	0.1	---	---	---	0.3	---
	M	18	***	---	---	---	---	***	0.1	---	---	---	0.1	---	---	---	---	---	---	0.3	---
	F	48	0.1	---	---	---	---	0.1	***	0.1	---	---	0.2	0.1	0.1	0.1	---	***	***	---	---
IND	T	9	***	---	---	---	---	---	---	---	---	---	---	---	0.1	---	---	---	---	---	---
	M	5	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	---	---	---
	F	4	***	---	---	---	---	---	***	---	---	---	---	---	0.1	---	---	***	***	---	---

* NOT OF HISPANIC ORIGIN, 9 INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

GEORGIA
NO. OF DISTRICTS (SAMPLED) -- 162
NO. OF SCHOOLS INCLUDED ---- 1,745

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	94,979	100.0	0.8	1.9	0.2	0.7	28.3	18.2	8.4	1.1	0.1	2.0	1.0	1.9	7.1	1.0	4.6	19.9	1.3	1.5
	M	23,939	100.0	2.4	6.4	0.7	2.5	10.0	29.8	8.0	1.5	0.2	0.3	1.3	1.2	0.5	1.6	0.2	25.1	4.9	3.5
	F	71,040	100.0	0.2	0.3	0.1	0.1	34.5	14.3	8.5	1.0	0.1	2.6	0.9	2.1	9.3	0.8	6.1	18.2	0.1	0.8
WH*	T	63,303	100.0	1.0	2.2	0.3	0.7	30.7	20.5	7.2	1.3	0.2	2.2	1.0	2.1	6.7	1.0	5.8	14.7	1.4	1.0
	M	15,594	100.0	3.3	8.0	0.8	2.5	11.0	35.0	7.2	1.6	0.3	0.2	1.5	1.3	0.4	1.7	0.2	17.3	5.6	2.1
	F	47,709	100.0	0.3	0.3	0.1	0.1	37.1	15.8	7.2	1.1	0.2	2.8	0.9	2.3	8.7	0.7	7.6	13.9	0.1	0.6
MIN	T	31,676	100.0	0.3	1.2	0.2	0.7	23.5	13.5	10.7	0.9	***	1.6	0.9	1.6	7.9	1.0	2.3	30.3	1.1	2.4
	M	8,345	100.0	0.8	3.6	0.6	2.4	8.0	20.1	9.4	1.3	***	0.3	0.9	1.0	0.7	1.4	0.2	39.6	3.6	6.2
	F	23,331	100.0	0.1	0.3	***	0.1	29.1	11.2	11.1	0.8	***	2.1	0.9	1.8	10.4	0.9	3.0	27.0	0.2	1.1
BL*	T	31,475	100.0	0.3	1.2	0.2	0.8	23.5	13.4	10.7	0.9	***	1.6	0.9	1.6	7.9	1.0	2.3	30.4	1.1	2.4
	M	8,292	100.0	0.8	3.6	0.6	2.4	8.0	19.9	9.4	1.3	***	0.3	0.9	1.0	0.7	1.4	0.2	39.8	3.6	6.2
	F	23,183	100.0	0.1	0.3	***	0.1	29.1	11.1	11.1	0.8	***	2.0	0.9	1.8	10.4	0.9	3.0	27.1	0.2	1.1
HSP	T	126	100.0	0.8	---	---	---	22.2	40.5	12.7	---	0.8	1.6	0.8	2.4	7.9	1.6	2.4	5.6	0.8	---
	M	30	100.0	3.3	---	---	---	13.3	53.3	---	---	---	3.3	3.3	6.7	---	6.7	---	6.7	3.3	---
	F	96	100.0	---	---	---	---	25.0	36.5	16.7	---	1.0	1.0	---	1.0	10.4	---	3.1	5.2	---	---
AA@	T	66	100.0	---	---	---	---	34.8	24.2	6.1	---	---	9.1	1.5	3.0	6.1	---	1.5	7.6	6.1	---
	M	18	100.0	---	---	---	---	16.7	50.0	---	---	---	11.1	---	---	---	---	---	---	22.2	---
	F	48	100.0	---	---	---	---	41.7	14.6	8.3	---	---	8.3	2.1	4.2	8.3	---	2.1	10.4	---	---
IND	T	9	100.0	---	---	---	---	11.1	55.6	---	---	---	---	---	11.1	---	---	11.1	11.1	---	---
	M	5	100.0	---	---	---	---	20.0	80.0	---	---	---	---	---	---	---	---	---	---	---	---
	F	4	100.0	---	---	---	---	---	25.0	---	---	---	---	---	25.0	---	---	25.0	25.0	---	---

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

IDAHO
NO. OF DISTRICTS (SAMPLED) -- 47
NO. OF SCHOOLS INCLUDED ---- 372

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN*	INDIAN
TOTAL, FULL-TIME STAFF	14,556	5,566	8,990	14,245	311	16	178	73	44
OFFICIALS/ADMIN/MANAGERS	217	203	14	212	5	---	5	---	---
PRINCIPALS	393	358	35	390	3	---	3	---	---
ASST PRINCIPALS, TEACH	9	8	1	9	---	---	---	---	---
ASST PRINCIPALS, N.T.	72	69	3	72	---	---	---	---	---
ELEMENTARY TEACHERS	3,960	650	3,310	3,904	56	5	19	30	2
SECONDARY TEACHERS	4,322	2,586	1,736	4,254	68	7	23	26	12
OTHER TEACHERS	415	111	304	410	5	---	3	2	---
GUIDANCE	223	129	94	222	1	---	---	1	---
PSYCHOLOGICAL	58	40	18	58	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	143	18	125	143	---	---	---	---	---
CONSULTANTS/SUPER OF INST	130	70	60	127	3	---	3	---	---
OTHER PROFESSIONALS	170	37	133	163	7	---	5	2	---
TEACHERS AIDES	1,053	25	1,028	942	111	3	83	4	21
TECHNICIANS	190	37	153	178	12	---	6	3	3
CLERICAL/SECRETARIAL	713	14	699	704	9	---	4	2	3
SERVICE WORKERS	2,242	975	1,267	2,213	29	1	22	3	3
SKILLED CRAFT	125	118	7	125	---	---	---	---	---
LABORERS, UNSKILLED	121	118	3	119	2	---	2	---	---
TOTAL, PART-TIME	1,585	501	1,084	1,561	24	---	13	5	6
PROFESSIONAL/INSTRUCTION	1,188	386	802	1,171	17	---	10	3	4
ALL OTHER	397	115	282	390	7	---	3	2	2
TOTAL, NEW HIRES	2,506	762	1,744	2,379	127	4	87	17	19
PROFESSIONAL STAFF	1,564	547	1,017	1,522	42	3	24	8	7
NON-PROFESSIONAL STAFF	942	215	727	857	85	1	63	9	12

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

IDAHO
NO. OF DISTRICTS (SAMPLED) -- 47
NO. OF SCHOOLS INCLUDED ---- 372

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN@ MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN@ FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	5,459	107	5	68	26	8	8,786	204	11	110	47	36
OFFICIALS/ADMIN/MANAGERS	198	5	---	5	---	---	14	---	---	---	---	---
PRINCIPALS	355	3	---	3	---	---	35	---	---	---	---	---
ASST PRINCIPALS, TEACH	8	---	---	---	---	---	1	---	---	---	---	---
ASST PRINCIPALS, N.T.	69	---	---	---	---	---	3	---	---	---	---	---
ELEMENTARY TEACHERS	634	16	2	9	5	---	3,270	40	3	10	25	2
SECONDARY TEACHERS	2,341	45	2	18	17	8	1,713	23	5	5	9	4
OTHER TEACHERS	110	1	---	1	---	---	300	4	---	2	2	---
GUIDANCE	128	1	---	---	1	---	94	---	---	---	---	---
PSYCHOLOGICAL	40	---	---	---	---	---	18	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	18	---	---	---	---	---	125	---	---	---	---	---
CONSULTANTS/SUPER OF INST	69	1	---	1	---	---	58	2	---	2	---	---
OTHER PROFESSIONALS	35	2	---	2	---	---	128	5	---	3	2	---
TEACHERS AIDES	14	11	---	11	---	---	928	100	3	72	4	21
TECHNICIANS	35	2	---	2	---	---	143	10	---	4	3	3
CLERICAL/SECRETARIAL	13	1	---	---	1	---	691	8	---	4	1	3
SERVICE WORKERS	958	17	1	14	2	---	1,255	12	---	8	1	3
SKILLED CRAFT	118	---	---	---	---	---	7	---	---	---	---	---
LABORERS, UNSKILLED	116	2	---	2	---	---	3	---	---	---	---	---
TOTAL, PART-TIME	492	9	---	6	1	2	1,069	15	---	7	4	4
PROFESSIONAL/INSTRUCTION	380	6	---	5	1	---	791	11	---	5	2	4
ALL OTHER	112	3	---	1	---	2	278	4	---	2	2	---
TOTAL, NEW HIRES	718	44	1	32	6	5	1,661	83	3	55	11	14
PROFESSIONAL STAFF	522	25	1	17	3	4	1,000	17	2	7	5	3
NON-PROFESSIONAL STAFF	196	19	---	15	3	1	661	66	1	48	6	11

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

IDAHO
NO. OF DISTRICTS (SAMPLED) -- 47
NO. OF SCHOOLS INCLUDED ---- 372

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	14,556	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	5,566	38.2	93.5	91.1	88.9	95.8	16.4	59.8	26.7	57.8	69.0	12.6	53.8	21.8	2.4	19.5	2.0	43.5	94.4	97.5
	F	8,990	61.8	6.5	8.9	11.1	4.2	83.6	40.2	73.3	42.2	31.0	87.4	46.2	78.2	97.6	80.5	98.0	56.5	5.6	2.5
WH*	T	14,245	97.9	97.7	99.2	100.0	100.0	98.6	98.4	98.8	99.6	100.0	100.0	97.7	95.9	89.4	93.7	98.7	98.7	100.0	98.4
	M	5,459	37.5	91.2	90.3	88.9	95.8	16.0	58.8	26.5	57.4	69.0	12.6	53.1	20.6	1.3	18.4	1.8	42.7	94.4	95.9
	F	8,786	60.4	6.5	8.9	11.1	4.2	82.6	39.6	72.3	42.2	31.0	87.4	44.6	75.3	88.1	75.3	96.9	56.0	5.6	2.5
MIN	T	311	2.1	2.3	0.8	---	---	1.4	1.5	1.2	0.4	---	---	2.3	4.1	10.5	6.4	1.2	1.3	---	1.7
	M	137	0.7	2.3	0.8	---	---	0.4	1.0	0.2	0.4	---	---	0.8	1.2	1.0	1.1	0.1	0.8	---	1.7
	F	204	1.4	---	---	---	---	1.0	0.5	1.0	---	---	---	1.5	2.9	9.5	5.3	1.1	0.5	---	---
BL*	T	16	0.1	---	---	---	---	0.2	0.1	---	---	---	---	---	---	0.3	---	---	---	---	---
	M	5	***	---	---	---	---	0.1	***	---	---	---	---	---	---	---	---	---	***	---	---
	F	11	0.1	---	---	---	---	0.1	0.1	---	---	---	---	---	---	0.3	---	---	---	---	---
HSP	T	178	1.2	2.3	0.8	---	---	0.5	0.5	0.7	---	---	---	2.3	3.0	7.8	3.2	0.6	1.0	---	1.7
	M	68	0.5	2.3	0.8	---	---	0.2	0.4	0.2	---	---	---	0.8	1.2	1.0	1.1	---	0.6	---	1.7
	F	110	0.8	---	---	---	---	0.3	0.1	0.5	---	---	---	1.5	1.8	6.8	2.1	0.6	0.4	---	---
AAB	T	73	0.5	---	---	---	---	0.7	0.6	0.5	0.4	---	---	---	1.2	0.4	1.6	0.2	0.1	---	---
	M	26	0.2	---	---	---	---	0.1	0.4	---	0.4	---	---	---	---	---	---	0.1	0.1	---	---
	F	47	0.3	---	---	---	---	0.6	0.2	0.5	---	---	---	---	1.2	0.4	1.6	0.1	***	---	---
TNO	T	44	0.3	---	---	---	---	0.1	0.3	---	---	---	---	---	---	2.0	1.6	0.4	0.1	---	---
	M	8	0.1	---	---	---	---	---	0.2	---	---	---	---	---	---	---	---	---	---	---	---
	F	36	0.2	---	---	---	---	0.1	0.1	---	---	---	---	---	---	2.0	1.6	0.4	0.1	---	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

IDAHO
NO. OF DISTRICTS (SAMPLED) -- 47
NO. OF SCHOOLS INCLUDED ---- 372

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER. OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	14,556	100.0	1.5	2.7	0.1	0.5	27.2	29.7	2.9	1.5	0.4	1.0	0.9	1.2	7.2	1.3	4.9	15.4	0.9	0.8
	M	5,566	100.0	3.6	6.4	0.1	1.2	11.7	46.5	2.0	2.3	0.7	0.3	1.3	0.7	0.4	0.7	0.3	17.5	2.1	2.1
	F	8,990	100.0	0.2	0.4	***	***	36.8	19.3	3.4	1.0	0.2	1.4	0.7	1.5	11.4	1.7	7.8	14.1	0.1	***
WH*	T	14,245	100.0	1.5	2.7	0.1	0.5	27.4	29.9	2.9	1.6	0.4	1.0	0.9	1.1	6.6	1.2	4.9	15.5	0.9	0.8
	M	5,459	100.0	3.6	6.5	0.1	1.3	11.6	46.5	2.0	2.3	0.7	0.3	1.3	0.6	0.3	0.6	0.2	17.5	2.2	2.1
	F	8,786	100.0	0.2	0.4	***	***	37.2	19.5	3.4	1.1	0.2	1.4	0.7	1.5	10.6	1.6	7.9	14.3	0.1	***
MIN	T	311	100.0	1.6	1.0	---	---	18.0	21.9	1.6	0.3	---	---	1.0	2.3	35.7	3.9	2.9	9.3	---	0.6
	M	107	100.0	4.7	2.8	---	---	15.0	42.1	0.9	0.9	---	---	0.9	1.9	10.3	1.9	0.9	15.9	---	1.9
	F	204	100.0	---	---	---	---	19.6	11.3	2.0	---	---	---	1.0	2.5	49.0	4.9	3.9	5.9	---	---
BL*	T	16	100.0	---	---	---	---	31.3	43.8	---	---	---	---	---	---	18.8	---	---	6.3	---	---
	M	5	100.0	---	---	---	---	40.0	40.0	---	---	---	---	---	---	---	---	---	20.0	---	---
	F	11	100.0	---	---	---	---	27.3	45.5	---	---	---	---	---	---	27.3	---	---	---	---	---
HSP	T	178	100.0	2.8	1.7	---	---	10.7	12.9	1.7	---	---	---	1.7	2.8	46.6	3.4	2.2	12.4	---	1.1
	M	68	100.0	7.4	4.4	---	---	13.2	26.5	1.5	---	---	---	1.5	2.9	16.2	2.9	---	20.6	---	2.9
	F	110	100.0	---	---	---	---	9.1	4.5	1.8	---	---	---	1.8	2.7	65.5	3.6	3.6	7.3	---	---
AAB	T	73	100.0	---	---	---	---	41.1	35.6	2.7	1.4	---	---	---	2.7	5.5	4.1	2.7	4.1	---	---
	M	26	100.0	---	---	---	---	19.2	65.4	---	3.8	---	---	---	---	---	---	3.8	7.7	---	---
	F	47	100.0	---	---	---	---	53.2	19.1	4.3	---	---	---	---	4.3	8.5	6.4	2.1	2.1	---	---
IND	T	44	100.0	---	---	---	---	4.5	27.3	---	---	---	---	---	---	47.7	6.8	6.8	6.8	---	---
	M	8	100.0	---	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	---
	F	36	100.0	---	---	---	---	5.6	11.1	---	---	---	---	---	---	58.3	8.3	8.3	8.3	---	---

* NOT OF HISPANIC ORIGIN, B INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

ILLINOIS
NO. OF DISTRICTS (SAMPLED) — 441
NO. OF SCHOOLS INCLUDED —— 3,322

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	183,536	66,708	116,828	152,531	31,005	28,085	2,234	556	130
OFFICIALS/ADMIN/MANAGERS	2,263	1,972	291	2,111	152	133	12	4	3
PRINCIPALS	3,705	3,250	455	3,416	289	270	12	1	6
ASST PRINCIPALS, TEACH	585	359	226	451	134	132	—	1	1
ASST PRINCIPALS, N.T.	1,331	1,030	301	1,034	297	288	6	2	1
ELEMENTARY TEACHERS	58,191	11,568	46,623	49,362	8,829	7,935	642	218	34
SECONDARY TEACHERS	38,794	21,629	17,165	35,026	3,768	3,345	302	105	16
OTHER TEACHERS	9,211	2,360	6,851	7,585	1,626	1,518	69	36	3
GUIDANCE	3,306	1,689	1,617	2,775	531	507	21	2	1
PSYCHOLOGICAL	626	331	295	564	62	47	12	1	2
LIBRARIANS/AUDIO-VISUAL	2,985	404	2,581	2,624	361	352	5	3	1
CONSULTANTS/SUPER OF INST	1,759	911	848	1,400	359	315	35	7	2
OTHER PROFESSIONALS	4,992	1,058	3,934	3,763	1,229	1,084	111	30	4
TEACHERS AIDES	9,594	682	8,912	5,966	3,628	3,103	454	54	17
TECHNICIANS	672	324	348	560	112	93	8	10	1
CLERICAL/SECRETARIAL	13,206	266	12,940	11,692	1,514	1,350	136	22	6
SERVICE WORKERS	28,523	15,525	12,998	20,716	7,807	7,232	389	58	28
SKILLED CRAFT	2,579	2,473	106	2,388	191	170	16	2	3
LABORERS, UNSKILLED	1,214	877	337	1,098	116	111	4	—	1
TOTAL, PART-TIME	20,717	4,729	15,988	19,631	1,086	931	113	39	3
PROFESSIONAL/INSTRUCTION	14,705	3,424	11,281	13,984	721	590	98	31	2
ALL OTHER	6,012	1,305	4,707	5,647	365	341	15	8	1
TOTAL, NEW HIRES	13,331	4,008	9,323	12,157	1,174	885	220	56	13
PROFESSIONAL STAFF	8,763	2,831	5,932	8,053	710	536	131	37	6
NON-PROFESSIONAL STAFF	4,568	1,177	3,391	4,104	464	349	89	19	7

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

ILLINOIS
NO. OF DISTRICTS (SAMPLED) — 441
NO. OF SCHOOLS INCLUDED —— 3,322

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	57,526	9,182	8,226	760	149	47	95,005	21,823	19,859	1,474	407	83
OFFICIALS/ADMIN/MANAGERS	1,868	104	91	8	2	3	243	48	42	4	2	---
PRINCIPALS	3,058	192	180	5	1	6	358	97	90	7	---	---
ASST PRINCIPALS, TEACH	294	65	65	---	---	---	157	69	67	---	1	1
ASST PRINCIPALS, N.T.	849	181	174	4	2	1	185	116	114	2	---	---
ELEMENTARY TEACHERS	10,223	1,345	1,139	177	25	4	39,139	7,484	6,796	465	193	30
SECONDARY TEACHERS	20,078	1,551	1,304	179	55	13	14,948	2,217	2,041	123	50	3
OTHER TEACHERS	1,989	371	344	20	5	2	5,596	1,255	1,174	49	31	1
GUIDANCE	1,541	148	137	10	1	---	1,234	383	370	11	1	1
PSYCHOLOGICAL	314	17	9	8	---	---	250	45	38	4	1	2
LIBRARIANS/AUDIO-VISUAL	376	28	24	4	---	---	2,248	332	328	1	3	1
CONSULTANTS/SUPER OF INST	803	108	87	18	3	---	597	251	228	17	4	2
OTHER PROFESSIONALS	792	266	234	24	6	2	2,971	963	850	87	24	2
TEACHERS AIDES	288	394	332	58	2	2	5,678	3,234	2,771	396	52	15
TECHNICIANS	275	49	40	4	5	---	285	63	53	4	5	1
CLERICAL/SECRETARIAL	200	66	52	11	3	---	11,492	1,448	1,298	125	19	6
SERVICE WORKERS	11,482	4,043	3,781	214	37	11	9,234	3,764	3,551	175	21	17
SKILLED CRAFT	2,305	168	151	12	2	3	83	23	19	4	---	---
LABORERS, UNSKILLED	791	86	82	4	---	---	307	30	29	---	---	1
TOTAL, PART-TIME	4,441	288	255	27	6	---	15,190	798	676	86	33	3
PROFESSIONAL/INSTRUCTION	3,234	190	161	23	6	---	10,750	531	429	75	25	2
ALL OTHER	1,207	98	94	4	---	---	4,440	267	247	11	8	1
TOTAL, NEW HIRES	3,665	342	248	72	22	1	8,492	831	637	148	34	12
PROFESSIONAL STAFF	2,643	188	136	42	10	---	5,410	522	400	89	27	6
NON-PROFESSIONAL STAFF	1,022	155	112	30	12	1	3,082	309	237	59	7	6

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ILLINOIS
NO. OF DISTRICTS (SAMPLED) -- 441
NO. OF SCHOOLS INCLUDED ---- 3,322

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	183,536	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.C	100.0	100.0
	M	66,708	36.3	87.1	87.7	61.4	77.4	19.9	55.8	25.6	51.1	52.9	13.5	51.8	21.2	7.1	48.2	2.0	54.4	95.9	72.2
	F	116,828	63.7	12.9	12.3	38.6	22.6	80.1	44.2	74.4	48.9	47.1	86.5	48.2	78.8	92.9	51.8	98.0	45.6	4.1	27.8
WH*	T	152,531	83.1	93.2	92.2	77.1	77.7	84.9	90.3	82.4	83.9	90.1	87.9	79.6	75.4	62.2	83.3	88.5	72.7	92.6	90.5
	M	57,526	31.3	82.5	82.5	50.3	63.8	17.6	51.8	21.6	46.6	50.2	12.6	45.7	15.9	3.0	40.9	1.5	40.3	89.4	65.2
	F	95,005	51.8	10.7	9.7	26.8	13.9	67.3	38.5	60.8	37.3	39.9	75.3	33.9	59.5	59.2	42.4	87.0	32.4	3.2	25.3
MIN	T	31,005	16.9	6.7	7.8	22.9	22.3	15.2	9.7	17.6	16.1	9.9	12.1	20.4	24.6	37.8	16.7	11.5	27.4	7.4	9.6
	M	9,182	5.0	4.6	5.2	11.1	13.6	2.3	4.0	4.0	4.5	2.7	0.9	6.1	5.3	4.1	7.3	0.5	14.2	6.5	7.1
	F	21,823	11.9	2.1	2.6	11.8	8.7	12.9	5.7	13.6	11.6	7.2	11.2	14.3	19.3	33.7	9.4	11.0	13.2	0.9	2.5
BL*	T	28,085	15.3	5.9	7.3	22.6	21.7	13.7	8.7	16.4	15.3	7.5	11.8	17.9	21.7	32.4	13.9	10.2	25.7	6.6	9.2
	M	8,226	4.5	4.0	4.9	11.1	13.1	2.0	3.4	3.7	4.1	1.4	0.8	4.9	4.7	3.5	6.0	0.4	13.3	5.9	6.8
	F	19,859	10.8	1.9	2.4	11.5	8.6	11.7	5.3	12.7	11.2	6.1	11.0	13.0	17.0	28.9	7.9	9.8	12.4	0.7	2.4
HSP	T	2,234	1.2	0.6	0.3	---	0.5	1.1	0.8	0.7	0.6	1.9	0.1	2.0	2.2	4.7	1.2	1.0	1.4	0.7	0.3
	M	760	0.4	0.4	0.1	---	0.3	0.3	0.5	0.2	0.3	1.3	0.1	1.0	0.5	0.6	0.6	0.1	0.8	0.5	0.3
	F	1,474	0.8	0.2	0.2	---	0.2	0.8	0.3	0.5	0.3	0.6	***	1.0	1.7	4.1	0.6	0.9	0.6	0.2	---
AA#	T	556	0.3	0.2	---	0.2	0.2	0.3	0.2	0.4	---	0.2	0.1	0.4	0.6	0.5	1.4	0.1	0.2	0.1	---
	M	149	0.1	0.1	***	---	0.2	***	0.1	0.1	***	---	---	0.2	0.1	***	0.7	***	0.1	0.1	---
	F	407	0.2	0.1	---	0.2	---	0.3	0.1	0.3	***	0.2	0.1	0.2	0.5	0.5	0.7	0.1	0.1	---	---
IND	T	130	0.1	0.1	0.2	0.2	0.1	0.1	---	---	---	0.3	---	0.1	---	0.2	0.1	---	0.1	0.1	0.1
	M	47	***	0.1	0.2	---	0.1	***	***	***	---	---	---	---	***	***	---	---	***	0.1	---
	F	83	***	---	---	0.2	---	0.1	***	***	***	0.3	***	0.1	***	0.2	0.1	***	0.1	---	0.1

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

ILLINOIS
NO. OF DISTRICTS (SAMPLED) -- 441
NO. OF SCHOOLS INCLUDED ---- 3,322

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	CTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	183,536	100.0	1.2	2.0	0.3	0.7	31.7	21.1	5.0	1.8	0.3	1.6	1.0	2.7	5.2	0.4	7.2	15.5	1.4	0.7
	M	66,708	100.0	3.0	4.9	0.5	1.5	17.3	32.4	3.5	2.5	0.5	0.6	1.4	1.6	1.0	0.5	0.4	23.3	3.7	1.3
	F	116,828	100.0	0.2	0.4	0.2	0.3	39.9	14.7	5.9	1.4	0.3	2.2	0.7	3.4	7.6	0.3	11.1	11.1	0.1	0.3
WH*	T	152,531	100.0	1.4	2.2	0.3	0.7	32.4	23.0	5.0	1.8	0.4	1.7	0.9	2.5	3.9	0.4	7.7	13.6	1.6	0.7
	M	57,526	100.0	3.2	5.3	0.5	1.5	17.8	34.9	3.5	2.7	0.5	0.7	1.4	1.4	0.5	0.5	0.3	20.0	4.0	1.4
	F	95,005	100.0	0.3	0.4	0.2	0.2	41.2	15.7	5.9	1.3	0.3	2.4	0.6	3.1	6.0	0.3	12.1	9.7	0.1	0.2
MIN	T	31,005	100.0	0.5	0.9	0.4	1.0	28.5	12.2	5.2	1.7	0.2	1.2	1.2	4.0	11.7	0.4	4.9	25.2	0.6	0.4
	M	9,182	100.0	1.1	2.1	0.7	2.0	14.6	16.9	4.0	1.6	0.2	0.3	1.2	2.9	4.3	0.5	0.7	44.0	1.8	0.9
	F	21,823	100.0	0.2	0.4	0.3	0.5	34.3	10.2	5.8	1.8	0.2	1.5	1.2	4.4	14.8	0.3	6.6	17.2	0.1	0.1
BL*	T	28,085	100.0	0.5	1.0	0.5	1.0	28.3	11.9	5.4	1.8	0.2	1.3	1.1	3.9	11.0	0.3	4.8	26.1	0.6	0.4
	M	8,226	100.0	1.1	2.2	0.8	2.1	13.8	15.9	4.2	1.7	0.1	0.3	1.1	2.8	4.0	0.5	0.6	46.0	1.8	1.0
	F	19,859	100.0	0.2	0.5	0.3	0.6	34.2	10.3	5.9	1.9	0.2	1.7	1.1	4.3	14.0	0.3	6.5	17.5	0.1	0.1
HSP	T	2,234	100.0	0.5	0.5	---	0.3	28.7	13.5	3.1	0.9	0.5	0.2	1.6	5.0	20.3	0.4	6.1	17.4	0.7	0.2
	M	760	100.0	1.1	0.7	---	0.5	23.3	23.6	2.6	1.3	1.1	0.5	2.4	3.2	7.6	0.5	1.4	28.2	1.6	0.5
	F	1,474	100.0	0.3	0.5	---	0.1	31.5	8.3	3.3	0.7	0.3	0.1	1.2	5.9	26.9	0.3	8.5	11.9	0.3	---
AA@	T	556	100.0	0.7	0.2	0.2	0.4	39.2	18.9	6.5	0.4	0.2	0.5	1.3	5.4	9.7	1.8	4.0	10.4	0.4	---
	M	149	100.0	1.3	0.7	---	1.3	16.8	36.9	3.4	0.7	---	---	2.0	4.0	1.3	3.4	2.0	24.8	1.3	---
	F	407	100.0	0.5	---	0.2	---	47.4	12.3	7.6	0.2	0.2	0.7	1.0	5.9	12.8	1.2	4.7	5.2	---	---
IND	T	130	100.0	2.3	4.6	0.8	0.8	26.2	12.3	2.3	0.8	1.5	0.8	1.5	3.1	13.1	0.8	4.6	21.5	2.3	0.8
	M	47	100.0	6.4	12.8	---	2.1	8.5	27.7	4.3	---	---	---	---	4.3	4.3	---	---	23.4	6.4	---
	F	83	100.0	---	---	1.2	---	36.1	3.6	1.2	1.2	2.4	1.2	2.4	2.4	18.1	1.2	7.2	20.5	---	1.2

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

INDIANA
NO. OF DISTRICTS (SAMPLED) -- 224
NO. OF SCHOOLS INCLUDED ---- 1,889

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	88,072	32,816	55,256	81,605	6,467	5,903	405	92	67
OFFICIALS/ADMIN/MANAGERS	970	847	123	934	36	33	3	---	---
PRINCIPALS	1,938	1,801	137	1,840	98	91	2	1	4
ASST PRINCIPALS, TEACH	148	136	12	144	4	3	1	---	---
ASST PRINCIPALS, N.T.	639	596	43	570	69	67	2	---	---
ELEMENTARY TEACHERS	25,335	4,861	20,474	23,445	1,890	1,752	65	37	36
SECONDARY TEACHERS	23,455	13,657	9,798	22,257	1,198	1,037	128	25	8
OTHER TEACHERS	2,000	539	1,461	1,834	166	150	10	6	---
GUIDANCE	1,552	858	694	1,423	129	120	7	---	2
PSYCHOLOGICAL	149	65	84	143	6	4	1	1	---
LIBRARIANS/AUDIO-VISUAL	1,251	204	1,047	1,200	51	45	---	4	2
CONSULTANTS/SUPER OF INST	440	224	216	389	51	50	---	---	1
OTHER PROFESSIONALS	1,287	313	974	1,113	174	155	14	5	---
TEACHERS AIDES	5,237	137	5,100	4,359	878	799	68	5	6
TECHNICIANS	275	84	191	261	14	11	3	---	---
CLERICAL/SECRETARIAL	5,187	29	5,158	4,925	262	233	26	---	3
SERVICE WORKERS	16,109	6,912	9,197	14,846	1,263	1,188	64	6	5
SKILLED CRAFT	832	814	18	777	55	51	3	1	---
LABORERS, UNSKILLED	1,268	739	529	1,145	123	114	8	1	---
TOTAL, PART-TIME	12,400	2,680	9,720	11,301	1,099	975	93	13	18
PROFESSIONAL/INSTRUCTION	9,082	1,809	7,273	8,125	957	857	75	8	17
ALL OTHER	3,318	871	2,447	3,176	142	118	18	5	1
TOTAL, NEW HIRES	7,807	2,494	5,313	7,279	528	475	38	13	2
PROFESSIONAL STAFF	5,199	1,870	3,329	4,980	219	192	19	6	2
NON-PROFESSIONAL STAFF	2,608	624	1,984	2,299	309	283	19	7	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

INDIANA
NO. OF DISTRICTS (SAMPLED) — 224
NO. OF SCHOOLS INCLUDED —— 1,889

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN/ MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN/ FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	30,902	1,914	1,755	127	24	8	50,703	4,553	4,148	278	68	59
OFFICIALS/ADMIN/MANAGERS	819	28	26	2	---	---	115	8	7	1	---	---
PRINCIPALS	1,740	61	57	1	1	2	100	37	34	1	---	2
ASST PRINCIPALS, TEACH	132	4	3	1	---	---	12	---	---	---	---	---
ASST PRINCIPALS, N.T.	543	53	51	2	---	---	27	16	16	---	---	---
ELEMENTARY TEACHERS	4,616	245	234	8	3	---	18,829	1,645	1,518	57	34	36
SECONDARY TEACHERS	13,149	508	426	67	10	5	9,108	690	611	61	15	3
OTHER TEACHERS	503	36	34	2	---	---	1,331	130	116	8	6	---
GUIDANCE	810	48	43	4	---	1	613	81	77	3	---	1
PSYCHOLOGICAL	64	1	1	---	---	---	79	5	3	1	1	---
LIBRARIANS/AUDIO-VISUAL	198	6	6	---	---	---	1,002	45	39	---	4	2
CONSULTANTS/SUPER OF INST	209	15	15	---	---	---	180	36	35	---	---	1
OTHER PROFESSIONALS	259	54	48	2	4	---	854	120	107	12	1	---
TEACHERS AIDES	92	45	44	---	1	---	4,267	833	755	68	4	6
TECHNICIANS	83	1	---	1	---	---	178	13	11	2	---	---
CLERICAL/SECRETARIAL	23	6	6	---	---	---	4,902	256	227	26	---	3
SERVICE WORKERS	6,225	687	656	28	3	---	8,621	576	532	36	3	5
SKILLED CRAFT	760	54	50	3	1	---	17	1	1	---	---	---
LABORERS, UNSKILLED	677	62	55	6	1	---	468	61	59	2	---	---
TOTAL, PART-TIME	2,444	236	212	18	---	6	8,857	863	763	75	13	12
PROFESSIONAL/INSTRUCTION	1,614	195	179	10	---	6	6,511	762	678	65	8	11
ALL OTHER	830	41	33	8	---	---	2,346	101	85	10	5	1
TOTAL, NEW HIRES	2,344	150	127	17	6	---	4,935	378	348	21	7	2
PROFESSIONAL STAFF	1,802	68	58	7	3	---	3,178	151	134	12	3	2
NON-PROFESSIONAL STAFF	542	82	69	10	3	---	1,757	227	214	9	4	---

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1979

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

INDIANA
NO. OF DISTRICTS (SAMPLED) -- 224
NO. OF SCHOOLS INCLUDED ---- 1,889

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER- OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	88,072	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	32,816	37.3	87.3	92.9	91.9	93.3	19.2	58.2	27.0	55.3	43.6	16.3	50.9	24.3	2.6	30.5	0.6	42.9	97.8	58.3
	F	55,256	62.7	12.7	7.1	8.1	6.7	80.8	41.8	73.1	44.7	56.4	83.7	49.1	75.7	97.4	69.5	99.4	57.1	2.2	41.7
WH*	T	81,605	92.7	96.3	95.0	97.3	89.2	92.5	94.9	91.8	91.7	96.0	95.9	88.4	86.5	83.3	94.9	94.9	92.1	93.3	90.3
	M	30,902	35.1	84.4	89.8	89.2	85.0	18.2	56.1	25.2	52.2	43.0	15.8	47.5	20.1	1.8	30.2	0.4	38.6	91.3	53.4
	F	50,703	57.6	11.9	5.2	8.1	4.2	74.3	38.8	66.6	39.5	53.0	80.1	40.9	66.4	81.5	64.7	94.5	53.5	2.0	36.9
MIN	T	6,467	7.3	3.7	5.0	2.7	10.8	7.5	5.1	8.3	8.3	4.1	4.1	11.6	13.5	16.8	5.1	5.0	7.9	6.6	9.7
	M	1,914	2.2	2.9	3.1	2.7	8.3	1.0	2.2	1.8	3.1	0.7	0.5	3.4	4.2	0.9	0.4	0.1	4.3	6.5	4.9
	F	4,553	5.2	0.8	1.9	---	2.5	6.5	2.9	6.5	5.2	3.4	3.6	8.2	9.3	15.9	4.7	4.9	3.6	0.1	4.8
BL*	T	5,903	6.7	3.4	4.7	2.0	10.5	6.9	4.4	7.5	7.8	2.7	3.6	11.4	12.0	15.2	4.0	4.5	7.4	6.1	9.0
	M	1,755	2.0	2.7	2.9	2.0	8.0	0.9	1.8	1.7	2.8	0.7	0.5	3.4	3.7	0.8	---	0.1	4.1	6.0	4.3
	F	4,148	4.7	0.7	1.8	---	2.5	6.0	2.6	5.8	5.0	2.0	3.1	8.0	8.3	14.4	4.0	4.4	3.3	0.1	4.7
HSP	T	405	0.5	0.3	0.2	0.7	0.3	0.2	0.6	0.5	0.5	0.7	---	---	1.1	1.3	1.1	0.5	0.4	0.4	0.7
	M	127	0.1	0.2	0.1	0.7	0.3	***	0.3	0.1	0.3	---	---	---	0.2	---	0.4	---	0.2	0.4	0.5
	F	278	0.3	0.1	0.1	---	---	0.2	0.3	0.4	0.2	0.7	---	---	0.9	1.3	0.7	0.5	0.2	---	0.2
AA#	T	92	0.1	---	0.1	---	---	0.1	0.1	0.3	---	0.7	0.3	---	0.4	0.1	---	---	---	0.1	0.1
	M	24	***	---	0.1	---	---	***	***	---	---	---	---	---	0.3	***	---	---	***	0.1	0.1
	F	68	0.1	---	---	---	---	0.1	0.1	0.3	---	0.7	0.3	---	0.1	0.1	---	---	***	---	---
IND	T	67	0.1	---	0.2	---	---	0.1	---	---	0.2	---	0.2	0.2	---	0.1	---	0.1	---	---	---
	M	8	***	---	0.1	---	---	---	***	---	0.1	---	---	---	---	---	---	---	---	---	---
	F	59	0.1	---	0.1	---	---	0.1	***	---	0.1	---	0.2	0.2	---	0.1	---	0.1	***	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

INDIANA
NO. OF DISTRICTS (SAMPLED) -- 224
NO. OF SCHOOLS INCLUDED ----- 1,889

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	88,072	100.0	1.1	2.2	0.2	0.7	28.8	26.6	2.3	1.8	0.2	1.4	0.5	1.5	5.9	0.3	5.9	18.3	0.9	1.4
	M	32,816	100.0	2.6	5.5	0.4	1.8	14.8	41.6	1.6	2.6	0.2	0.6	0.7	1.0	0.4	0.3	0.1	21.1	2.5	2.3
	F	55,256	100.0	0.2	0.2	***	0.1	37.1	17.7	2.6	1.3	0.2	1.9	0.4	1.8	9.2	0.3	9.3	16.6	***	1.0
WH*	T	81,605	100.0	1.1	2.3	0.2	0.7	28.7	27.3	2.2	1.7	0.2	1.5	0.5	1.4	5.3	0.3	6.0	18.2	1.0	1.4
	M	30,902	100.0	2.7	5.6	0.4	1.8	14.9	42.6	1.6	2.6	0.2	0.6	0.7	0.8	0.3	0.3	0.1	20.1	2.5	2.2
	F	50,703	100.0	0.2	0.2	***	0.1	37.1	18.0	2.6	1.2	0.2	2.0	0.4	1.7	8.4	0.4	9.7	17.0	***	0.9
MIN	T	6,467	100.0	0.6	1.5	0.1	1.1	29.2	18.5	2.6	2.0	0.1	0.8	0.8	2.7	13.6	0.2	4.1	19.5	0.9	1.9
	M	1,914	100.0	1.5	3.2	0.2	2.8	12.8	26.5	1.9	2.5	0.1	0.3	0.8	2.8	2.4	0.1	0.3	35.5	2.8	3.2
	F	4,553	100.0	0.2	0.8	---	0.4	36.1	15.4	2.9	1.8	0.1	1.0	0.8	2.6	18.3	0.3	5.6	12.7	***	1.3
BL*	T	5,903	100.0	0.6	1.5	0.1	1.1	29.7	17.6	2.5	2.0	0.1	0.8	0.8	2.6	13.5	0.2	3.9	20.1	0.9	1.9
	M	1,755	100.0	1.5	3.2	0.2	2.9	13.3	24.3	1.9	2.5	0.1	0.3	0.9	2.7	2.5	---	0.3	37.4	2.8	3.1
	F	4,148	100.0	0.2	0.8	---	0.4	36.6	14.7	2.8	1.9	0.1	0.9	0.8	2.6	18.2	0.3	5.5	12.8	***	1.4
HSP	T	405	100.0	0.7	0.5	0.2	0.5	16.0	31.6	2.5	1.7	0.2	---	---	3.5	16.8	0.7	6.4	15.8	0.7	2.0
	M	127	100.0	1.6	0.8	0.8	1.6	6.3	52.8	1.6	3.1	---	---	---	1.6	---	0.8	---	22.0	2.4	4.7
	F	278	100.0	0.4	0.4	---	---	20.5	21.9	2.9	1.1	0.4	---	---	4.3	24.5	0.7	9.4	12.9	---	0.7
AA#	T	92	100.0	---	1.1	---	---	40.2	27.2	6.5	---	1.1	4.3	---	5.4	5.4	---	---	6.5	1.1	1.1
	M	24	100.0	---	4.2	---	---	12.5	41.7	---	---	---	---	---	16.7	4.2	---	---	12.5	4.2	4.2
	F	68	100.0	---	---	---	---	50.0	22.1	8.8	---	1.5	5.9	---	1.5	5.9	---	---	4.4	---	---
IND	T	67	100.0	---	6.0	---	---	53.7	11.9	---	3.0	---	3.0	1.5	---	9.0	---	4.5	7.5	---	---
	M	8	100.0	---	25.0	---	---	---	62.5	---	12.5	---	---	---	---	---	---	---	---	---	---
	F	59	100.0	---	3.4	---	---	61.0	5.1	---	1.7	---	3.4	1.7	---	10.2	---	3.1	8.5	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

IOWA
NO. OF DISTRICTS (SAMPLED) -- 182
NO. OF SCHOOLS INCLUDED ---- 1,077

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	49,880	19,762	30,118	49,156	724	567	88	39	30
OFFICIALS/ADMIN/MANAGERS	751	696	55	744	7	6	1	---	---
PRINCIPALS	1,381	1,293	88	1,371	10	8	2	---	---
ASST PRINCIPALS, TEACH	122	80	42	117	5	5	---	---	---
ASST PRINCIPALS, N.T.	327	228	99	317	10	9	1	---	---
ELEMENTARY TEACHERS	14,221	1,760	12,461	14,058	163	133	12	14	4
SECONDARY TEACHERS	14,690	9,456	5,234	14,542	148	93	39	8	8
OTHER TEACHERS	1,380	424	956	1,350	30	18	5	7	---
GUIDANCE	914	628	286	902	12	9	2	---	1
PSYCHOLOGICAL	33	16	17	32	1	1	---	---	---
LIBRARIANS/AUDIO-VISUAL	883	137	746	876	7	4	1	1	1
CONSULTANTS/SUPER OF INST	177	95	82	170	7	6	---	---	1
OTHER PROFESSIONALS	796	116	680	767	29	24	3	1	1
TEACHERS AIDES	2,237	70	2,167	2,078	159	141	8	3	7
TECHNICIANS	160	53	107	158	2	2	---	---	---
CLERICAL/SECRETARIAL	3,265	89	3,176	3,231	34	31	2	---	1
SERVICE WORKERS	7,218	3,723	3,495	7,134	84	63	12	3	6
SKILLED CRAFT	591	425	166	587	4	3	---	1	---
LABORERS, UNSKILLED	734	473	261	722	12	11	---	1	---
TOTAL, PART-TIME	10,615	3,100	7,515	10,503	112	76	17	16	3
PROFESSIONAL/INSTRUCTION	7,476	2,091	5,385	7,409	67	48	14	3	2
ALL OTHER	3,139	1,009	2,130	3,094	45	28	3	13	1
TOTAL, NEW HIRES	5,293	1,901	3,392	5,169	124	87	18	14	5
PROFESSIONAL STAFF	3,939	1,504	2,435	3,853	86	58	13	11	4
NON-PROFESSIONAL STAFF	1,354	397	957	1,316	38	29	5	3	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

IOWA
NO. OF DISTRICTS (SAMPLED) — 182
NO. OF SCHOOLS INCLUDED —— 1,077

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	19,522	240	179	36	13	12	29,634	484	388	52	26	18
OFFICIALS/ADMIN/MANAGERS	690	6	5	1	---	---	54	1	1	---	---	---
PRINCIPALS	1,283	10	8	2	---	---	88	---	---	---	---	---
ASST PRINCIPALS, TEACH	78	2	2	---	---	---	39	3	3	---	---	---
ASST PRINCIPALS, N.T.	222	6	5	1	---	---	95	4	4	---	---	---
ELEMENTARY TEACHERS	1,725	35	32	2	1	---	12,333	128	101	10	13	4
SECONDARY TEACHERS	9,384	72	42	17	6	7	5,158	76	51	22	2	1
OTHER TEACHERS	416	8	5	1	2	---	934	22	13	4	5	---
GUIDANCE	621	7	6	---	---	1	281	5	3	2	---	---
PSYCHOLOGICAL	16	---	---	---	---	---	16	1	1	---	---	---
LIBRARIANS/AUDIO-VISUAL	137	---	---	---	---	---	739	7	4	1	1	1
CONSULTANTS/SUPER OF INST	91	4	3	---	---	1	79	3	3	---	---	---
OTHER PROFESSIONALS	106	10	8	2	---	---	661	19	16	1	1	1
TEACHERS AIDES	55	15	12	2	1	---	2,023	144	129	6	2	7
TECHNICIANS	53	---	---	---	---	---	105	2	2	---	---	---
CLERICAL/SECRETARIAL	89	---	---	---	---	---	3,142	34	31	2	---	1
SERVICE WORKERS	3,666	57	45	8	1	3	3,468	27	18	4	2	3
SKILLED CRAFT	421	4	3	---	1	---	166	---	---	---	---	---
LABORERS, UNSKILLED	469	4	3	---	1	---	253	8	8	---	---	---
TOTAL, PART-TIME	3,057	43	39	2	2	---	7,446	69	37	15	14	3
PROFESSIONAL/INSTRUCTION	2,068	23	20	2	1	---	5,341	44	28	12	2	2
ALL OTHER	989	20	19	---	1	---	2,105	25	9	3	12	1
TOTAL, NEW HIRES	1,861	40	29	6	4	1	3,308	84	58	12	10	4
PROFESSIONAL STAFF	1,475	29	20	6	2	1	2,378	57	38	7	9	3
NON-PROFESSIONAL STAFF	386	11	9	---	2	---	930	27	20	5	1	1

* NOT OF HISPANIC ORIGIN. & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

IOWA
NO. OF DISTRICTS (SAMPLED) -- 182
NO. OF SCHOOLS INCLUDED ----- 1,077

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	49,880	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	19,762	39.6	92.7	93.6	65.6	69.7	12.4	64.4	30.7	68.7	48.5	15.5	53.7	14.6	3.1	33.1	2.7	51.6	71.9	64.4
	F	30,118	60.4	7.3	6.4	34.4	30.3	87.6	35.6	69.3	31.3	51.5	84.5	46.3	85.4	96.9	66.9	97.3	48.4	28.1	35.6
WH*	T	49,156	98.5	99.1	99.3	95.9	97.0	98.8	99.0	97.8	98.6	97.0	99.2	96.0	96.3	92.9	98.7	98.9	98.8	99.3	98.4
	M	19,522	39.1	91.9	92.9	63.9	67.9	12.1	63.9	30.1	67.9	48.5	15.5	51.4	13.3	2.5	33.1	2.7	50.8	71.2	63.9
	F	29,634	59.4	7.2	6.4	32.0	29.1	86.7	35.1	67.7	30.7	48.5	83.7	44.6	83.0	90.4	65.6	96.2	48.0	28.1	34.5
MIN	T	724	1.5	0.9	0.7	4.1	3.0	1.1	1.0	2.2	1.3	3.0	0.8	4.0	3.7	7.1	1.3	1.0	1.2	0.7	1.6
	M	240	0.5	0.8	0.7	1.6	1.8	0.2	0.5	0.6	0.8	---	---	2.3	1.3	0.7	---	---	0.8	0.7	0.5
	F	484	1.0	0.1	---	2.5	1.2	0.9	0.5	1.6	0.5	3.0	0.8	1.7	2.4	6.4	1.3	1.0	0.4	---	1.1
BL*	T	567	1.1	0.8	0.6	4.1	2.7	0.9	0.6	1.3	1.0	3.0	0.5	3.4	3.0	6.3	1.3	0.9	0.8	0.5	1.5
	M	179	0.4	0.7	0.6	1.6	1.5	0.2	0.3	0.4	0.7	---	---	1.7	1.0	0.5	---	---	0.6	0.5	0.4
	F	388	0.8	0.1	---	2.5	1.2	0.7	0.3	0.9	0.3	3.0	0.5	1.7	2.0	5.8	1.3	0.9	0.2	---	1.1
[illegible]	T	88	0.2	0.1	0.1	---	0.3	0.1	0.2	0.4	0.2	---	0.1	---	0.4	0.4	---	0.1	0.2	---	---
	M	36	0.1	0.1	0.1	---	0.3	***	0.1	0.1	---	---	---	---	0.3	0.1	---	---	0.1	---	---
	F	52	0.1	---	---	---	---	0.1	0.1	0.3	0.2	---	0.1	---	0.1	0.3	---	0.1	0.1	---	---
AAS	T	39	0.1	---	---	---	---	0.1	---	0.5	---	---	0.1	---	0.1	0.1	---	---	---	0.2	0.1
	M	13	***	---	---	---	---	***	***	0.1	---	---	---	---	---	***	---	---	***	0.2	0.1
	F	26	0.1	---	---	---	---	0.1	***	0.4	---	---	0.1	---	0.1	0.1	---	---	***	---	---
IND	T	30	0.1	---	---	---	---	---	---	---	0.1	---	0.1	0.6	0.1	0.3	---	---	---	---	---
	M	12	***	---	---	---	---	---	***	---	0.1	---	---	0.6	---	---	---	---	***	---	---
	F	18	***	---	---	---	---	***	***	---	---	---	0.1	---	0.1	0.3	---	***	***	---	---

* NOT OF HISPANIC ORIGIN, Ø INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

IOWA
NO. OF DISTRICTS (SAMPLED) — 182
NO. OF SCHOOLS INCLUDED ——— 1,077

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	49,880	100.0	1.5	2.8	0.2	0.7	28.5	29.5	2.8	1.8	0.1	1.8	0.4	1.6	4.5	0.3	6.5	14.5	1.2	1.5
	M	19,762	100.0	3.5	6.5	0.4	1.2	8.9	47.8	2.1	3.2	0.1	0.7	0.5	0.6	0.4	0.3	0.5	18.9	2.2	2.4
	F	30,118	100.0	0.2	0.3	0.1	0.3	41.4	17.4	3.2	0.9	0.1	2.5	0.3	2.3	7.2	0.4	10.5	11.6	0.6	0.9
WHI*	T	49,156	100.0	1.5	2.8	0.2	0.6	28.6	29.6	2.7	1.8	0.1	1.8	0.3	1.6	4.2	0.3	6.6	14.5	1.2	1.5
	M	19,522	100.0	3.5	6.6	0.4	1.1	8.8	48.1	2.1	3.2	0.1	0.7	0.5	0.5	0.3	0.3	0.5	18.8	2.2	2.4
	F	29,634	100.0	0.2	0.3	0.1	0.3	41.6	17.4	3.2	0.9	0.1	2.5	0.3	2.2	6.8	0.4	10.6	11.7	0.6	0.9
MIN	T	724	100.0	1.0	1.4	0.7	1.4	22.5	20.4	4.1	1.7	0.1	1.0	1.0	4.0	22.0	0.3	4.7	11.6	0.6	1.7
	M	240	100.0	2.5	4.2	0.8	2.5	14.6	30.0	3.3	2.9	---	---	1.7	4.2	6.3	---	---	23.8	1.7	1.7
	F	484	100.0	0.2	---	0.6	0.8	26.4	15.7	4.5	1.0	0.2	1.4	0.6	3.9	29.8	0.4	7.0	5.6	---	1.7
BLA*	T	567	100.0	1.1	1.4	0.9	1.6	23.5	16.4	3.2	1.6	0.2	0.7	1.1	4.2	24.9	0.4	5.5	11.1	0.5	1.9
	M	179	100.0	2.8	4.5	1.1	2.8	17.9	23.5	2.8	3.4	---	---	1.7	4.5	6.7	---	---	25.1	1.7	1.7
	F	388	100.0	0.3	---	0.8	1.0	26.0	13.1	3.4	0.8	0.3	1.0	0.8	4.1	33.2	0.5	8.0	4.6	---	2.1
HSP	T	88	100.0	1.1	2.3	---	1.1	13.6	44.3	5.7	2.3	---	1.1	---	3.4	9.1	---	2.3	13.6	---	---
	M	36	100.0	2.8	5.6	---	2.8	5.6	47.2	2.8	---	---	---	---	5.6	5.6	---	---	22.2	---	---
	F	52	100.0	---	---	---	---	19.2	42.3	7.7	3.8	---	1.9	---	1.9	11.5	---	3.8	7.7	---	---
AAS	T	39	100.0	---	---	---	---	35.9	20.5	17.9	---	---	2.6	---	2.6	7.7	---	---	7.7	2.6	2.6
	M	13	100.0	---	---	---	---	7.7	46.2	15.4	---	---	---	---	---	7.7	---	---	7.7	7.7	7.7
	F	26	100.0	---	---	---	---	50.0	7.7	19.2	---	---	3.8	---	3.8	7.7	---	---	7.7	---	---
NAT	T	30	100.0	---	---	---	---	13.3	26.7	---	3.3	---	3.3	3.3	3.3	23.3	---	3.3	20.0	---	---
	M	12	100.0	---	---	---	---	---	58.3	---	8.3	---	---	8.3	---	---	---	---	25.0	---	---
	F	18	100.0	---	---	---	---	22.2	5.6	---	---	---	5.6	---	5.6	38.9	---	5.6	16.7	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

KANSAS
NO. OF DISTRICTS (SAMPLED) --- 113
NO. OF SCHOOLS INCLUDED ----- 951

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN*	INDIAN
TOTAL, FULL-TIME STAFF	40,865	15,622	25,243	38,692	2,173	1,631	383	55	104
OFFICIALS/ADMIN/MANAGERS	547	514	33	536	11	7	3	1	---
PRINCIPALS	1,167	1,098	69	1,136	31	19	8	---	4
ASST PRINCIPALS, TEACH	74	73	1	73	1	---	---	---	1
ASST PRINCIPALS, N.T.	219	204	15	193	26	25	1	---	---
ELEMENTARY TEACHERS	11,819	2,096	9,723	11,181	638	525	65	24	24
SECONDARY TEACHERS	10,739	6,215	4,524	10,330	409	279	99	5	26
OTHER TEACHERS	1,330	378	952	1,262	68	50	16	2	---
GUIDANCE	614	403	211	567	47	40	3	---	4
PSYCHOLOGICAL	215	102	113	210	5	2	1	1	1
LIBRARIANS/AUDIO-VISUAL	844	75	769	820	24	15	2	2	5
CONSULTANTS/SUPER OF INST	265	134	131	246	19	15	2	---	2
OTHER PROFESSIONALS	888	128	760	822	66	54	6	1	5
TEACHERS AIDES	1,373	38	1,335	1,233	140	82	51	1	6
TECHNICIANS	190	111	79	185	5	3	1	---	1
CLERICAL/SECRETARIAL	2,645	61	2,584	2,547	98	80	12	2	4
SERVICE WORKERS	7,032	3,223	3,809	6,495	537	404	100	16	17
SKILLED CRAFT	662	587	75	634	28	18	6	---	4
LABORERS, UNSKILLED	242	182	60	222	20	13	7	---	---
TOTAL, PART-TIME	6,041	1,640	4,401	5,745	296	230	48	10	8
PROFESSIONAL/INSTRUCTION	3,933	1,146	2,787	3,686	247	190	39	10	8
ALL OTHER	2,108	494	1,614	2,059	49	40	9	---	---
TOTAL, NEW HIRES	5,070	1,752	3,318	4,726	344	203	87	11	43
PROFESSIONAL STAFF	3,549	1,291	2,258	3,379	170	88	50	5	27
NON-PROFESSIONAL STAFF	1,521	461	1,060	1,347	174	115	37	6	16

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

KANSAS
NO. OF DISTRICTS (SAMPLED) — 113
NO. OF SCHOOLS INCLUDED —— 951

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	14,837	785	530	185	16	54	23,855	1,388	1,101	198	39	50
OFFICIALS/ADMIN/MANAGERS	505	9	5	3	1	---	31	2	2	---	---	---
PRINCIPALS	1,070	28	16	8	---	4	66	3	3	---	---	---
ASST PRINCIPALS, TEACH	72	1	---	---	---	1	1	---	---	---	---	---
ASST PRINCIPALS, N.T.	180	24	23	1	---	---	13	2	2	---	---	---
ELEMENTARY TEACHERS	2,012	84	50	22	6	6	9,169	554	475	43	18	18
SECONDARY TEACHERS	6,010	205	122	51	1	21	4,320	204	157	38	4	5
OTHER TEACHERS	365	13	8	4	1	---	897	55	42	12	1	---
GUIDANCE	381	22	17	1	---	4	186	25	23	2	---	---
PSYCHOLOGICAL	100	2	---	---	1	1	110	3	2	1	---	---
LIBRARIANS/AUDIO-VISUAL	73	2	---	---	2	---	747	22	15	2	---	5
CONSULTANTS/SUPER OF INST	128	6	4	1	---	1	318	13	11	1	---	1
OTHER PROFESSIONALS	111	17	15	1	1	---	711	49	39	5	---	5
TEACHERS AIDES	32	6	3	1	---	2	1,201	134	79	50	1	4
TECHNICIANS	109	2	1	---	---	1	76	3	2	1	---	---
CLERICAL/SECRETARIAL	58	3	2	---	1	---	2,489	95	78	12	1	4
SERVICE WORKERS	2,908	315	234	70	2	9	3,587	222	170	30	14	8
SKILLED CRAFT	561	26	17	5	---	4	73	2	1	1	---	---
LABORERS, UNSKILLED	162	20	13	7	---	---	60	---	---	---	---	---
TOTAL, PART-TIME	1,583	57	47	7	3	---	4,162	239	183	41	7	8
PROFESSIONAL/INSTRUCTION	1,102	44	38	3	3	---	2,584	203	152	36	7	8
ALL OTHER	481	13	9	4	---	---	1,578	36	31	5	---	---
TOTAL, NEW HIRES	1,620	132	73	30	6	23	3,106	212	130	57	5	20
PROFESSIONAL STAFF	1,217	74	29	22	2	21	2,162	96	59	28	3	6
NON-PROFESSIONAL STAFF	403	58	44	8	4	2	944	116	71	29	2	14

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

KANSAS
NO. OF DISTRICTS (SAMPLED) — 113
NO. OF SCHOOLS INCLUDED —— 951

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	40,865	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	15,622	38.2	94.0	94.1	98.6	93.2	17.7	57.9	28.4	65.6	47.4	8.9	50.6	14.4	2.8	58.4	2.3	45.8	88.7	75.2
	F	25,243	61.8	6.0	5.9	1.4	6.8	82.3	42.1	71.6	34.4	52.6	91.1	49.4	85.6	97.2	41.6	97.7	54.2	11.3	24.8
WH*	T	38,692	94.7	98.0	97.4	98.7	88.1	94.6	96.2	94.8	92.4	97.7	97.1	92.8	92.6	89.8	97.4	96.3	92.4	95.7	91.7
	M	14,837	36.3	92.3	91.7	97.3	82.2	17.0	56.0	27.4	62.1	46.5	8.6	48.3	12.5	2.3	57.4	2.2	41.4	84.7	66.9
	F	23,855	58.4	5.7	5.7	1.4	5.9	77.6	40.2	67.4	30.3	51.2	88.5	44.5	80.1	87.5	40.0	94.1	51.0	11.0	24.8
MIN	T	2,173	5.3	2.0	2.7	1.4	11.9	5.4	3.8	5.1	7.7	2.3	2.8	7.2	7.4	10.2	2.7	3.7	7.7	4.2	8.3
	M	785	1.9	1.6	2.4	1.4	11.0	0.7	1.9	1.0	3.6	0.9	0.2	2.3	1.9	0.4	1.1	0.1	4.5	3.9	8.3
	F	1,388	3.4	0.4	0.3	---	0.9	4.7	1.9	4.1	4.1	1.4	2.6	4.9	5.5	9.8	1.6	3.6	3.2	0.3	---
BL*	T	1,631	4.0	1.3	1.7	---	11.4	4.4	2.6	3.8	6.5	0.9	1.8	5.7	6.1	6.0	1.6	3.0	5.7	2.8	5.4
	M	530	1.3	0.9	1.4	---	10.5	0.4	1.1	0.6	2.8	---	---	1.5	1.7	0.2	0.5	0.1	3.3	2.6	5.4
	F	1,101	2.7	0.4	0.3	---	0.9	4.0	1.5	3.2	3.7	0.9	1.8	4.2	4.4	5.8	1.1	2.9	2.4	0.2	---
HSP	T	383	0.9	0.5	0.7	---	0.5	0.6	1.0	1.2	0.5	0.5	0.2	0.8	0.7	3.7	0.5	0.5	1.4	1.0	2.9
	M	185	0.5	0.5	0.7	---	0.5	0.2	0.6	0.3	0.2	---	---	0.4	0.1	0.1	---	---	1.0	0.8	2.9
	F	198	0.5	---	---	---	---	0.4	0.4	0.9	0.3	0.5	0.2	0.4	0.6	3.6	0.5	0.5	0.4	0.2	---
AAB	T	55	0.1	0.2	---	---	---	0.3	---	0.2	---	0.5	0.2	---	0.1	0.1	---	---	0.2	---	---
	M	16	***	0.2	---	---	---	0.1	***	0.1	---	0.5	0.2	---	0.1	---	---	***	***	---	---
	F	39	0.1	---	---	---	---	0.2	***	0.1	---	---	---	---	---	0.1	---	***	0.2	---	---
IND	T	104	0.3	---	0.3	1.4	---	0.3	0.2	---	0.7	0.5	0.6	0.8	0.6	0.4	0.5	0.2	0.2	0.6	---
	M	54	0.1	---	0.3	1.4	---	0.1	0.2	---	0.7	0.5	---	0.4	---	0.1	0.5	---	0.1	0.6	---
	F	50	0.1	---	---	---	---	0.2	***	---	---	---	0.6	0.4	0.6	0.3	---	0.2	0.1	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

KANSAS
NO. OF DISTRICTS (SAMPLED) -- 113
NO. OF SCHOOLS INCLUDED ----- 951

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	40,865	100.0	1.3	2.9	0.2	0.5	28.9	26.3	3.3	1.5	0.5	2.1	0.6	2.2	3.4	0.5	6.5	17.2	1.6	0.6
	M	15,622	100.0	3.3	7.0	0.5	1.3	13.4	39.8	2.4	2.6	0.7	0.5	0.9	0.8	0.2	0.7	0.4	20.6	3.8	1.2
	F	25,243	100.0	0.1	0.3	***	0.1	38.5	17.9	3.8	0.8	0.4	3.0	0.5	3.0	5.3	0.3	10.2	15.1	0.3	0.2
WH*	T	38,692	100.0	1.4	2.9	0.2	0.5	28.9	26.7	3.3	1.5	0.5	2.1	0.6	2.1	3.2	0.5	6.6	16.8	1.6	0.6
	M	14,837	100.0	3.4	7.2	0.5	1.2	13.6	40.5	2.5	2.6	0.7	0.5	0.9	0.7	0.2	0.7	0.4	19.6	3.8	1.1
	F	23,855	100.0	0.1	0.3	***	0.1	38.4	18.1	3.8	0.8	0.5	3.1	0.5	3.0	5.0	0.3	10.4	15.0	0.3	0.3
MIN	T	2,173	100.0	0.5	1.4	***	1.2	29.4	18.8	3.1	2.2	0.2	1.1	0.9	3.0	6.4	0.2	4.5	24.7	1.3	0.9
	M	785	100.0	1.1	3.6	0.1	3.1	10.7	26.1	1.7	2.8	0.3	0.3	0.8	2.2	0.8	0.3	0.4	40.1	3.3	2.5
	F	1,388	100.0	0.1	0.2	---	0.1	39.9	14.7	4.0	1.8	0.2	1.6	0.9	3.5	9.7	0.2	6.8	16.0	0.1	---
BL*	T	1,631	100.0	0.4	1.2	---	1.5	32.2	17.1	3.1	2.5	0.1	0.9	0.9	3.3	5.0	0.2	4.9	24.8	1.1	0.8
	M	530	100.0	0.9	3.0	---	4.3	9.4	23.0	1.5	3.2	---	---	0.8	2.8	0.6	0.2	0.4	44.2	3.2	2.5
	F	1,101	100.0	0.2	0.3	---	0.2	43.1	14.3	3.8	2.1	0.2	1.4	1.0	3.5	7.2	0.2	7.1	15.4	0.1	---
HSP	T	383	100.0	0.8	2.1	---	0.3	17.0	25.8	4.2	0.8	0.3	0.5	0.5	1.6	13.3	0.3	3.1	26.1	1.6	1.8
	M	185	100.0	1.6	4.3	---	0.5	11.9	33.0	2.2	0.5	---	---	0.5	0.5	0.5	---	---	37.8	2.7	3.8
	F	198	100.0	---	---	---	---	21.7	19.2	6.1	1.0	0.5	1.0	0.5	2.5	25.3	0.5	6.1	15.2	0.5	---
AA#	T	55	100.0	1.8	---	---	---	43.6	9.1	3.6	---	1.8	3.6	---	1.8	1.8	---	3.6	29.1	---	---
	M	16	100.0	6.3	---	---	---	37.5	6.3	6.3	---	6.3	12.5	---	6.3	---	---	6.3	12.5	---	---
	F	39	100.0	---	---	---	---	46.2	10.3	2.6	---	---	---	---	---	2.6	---	2.6	35.9	---	---
IND	T	104	100.0	---	3.8	1.0	---	23.1	25.0	---	3.8	1.0	4.8	1.9	4.8	5.8	1.0	3.8	16.3	3.8	---
	M	54	100.0	---	7.4	1.9	---	11.1	38.9	---	7.4	1.9	---	1.9	---	3.7	1.9	---	16.7	7.4	---
	F	50	100.0	---	---	---	---	36.0	10.0	---	---	---	10.0	2.0	10.0	8.0	---	8.0	16.0	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

KENTUCKY
NO. OF DISTRICTS (SAMPLED) -- 142
NO. OF SCHOOLS INCLUDED ---- 1,303

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	58,784	17,624	41,160	54,534	4,250	4,197	23	21	9
OFFICIALS/ADMIN/MANAGERS	831	670	161	793	38	38	---	---	---
PRINCIPALS	1,177	1,053	124	1,140	37	37	---	---	---
ASST PRINCIPALS, TEACH	21	19	2	20	1	1	---	---	---
ASST PRINCIPALS, N.T.	300	280	20	273	27	25	1	1	---
ELEMENTARY TEACHERS	20,488	3,204	17,284	19,445	1,043	1,022	8	8	5
SECONDARY TEACHERS	11,741	5,179	6,562	11,109	632	613	8	8	3
OTHER TEACHERS	41	10	31	41	---	---	---	---	---
GUIDANCE	791	290	501	748	43	42	---	1	---
PSYCHOLOGICAL	19	9	10	19	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	1,139	39	1,100	1,085	54	54	---	---	---
CONSULTANTS/SUPER OF INST	402	204	198	371	31	31	---	---	---
OTHER PROFESSIONALS	570	171	399	490	80	80	---	---	---
TEACHERS AIDES	2,439	72	2,367	1,955	484	483	---	1	---
TECHNICIANS	229	96	133	165	64	63	---	1	---
CLERICAL/SECRETARIAL	3,102	75	3,027	2,889	213	213	---	---	---
SERVICE WORKERS	14,683	5,508	9,175	13,228	1,455	1,449	5	1	---
SKILLED CRAFT	620	563	57	578	42	40	1	---	1
LABORERS, UNSKILLED	191	182	9	185	6	6	---	---	---
TOTAL, PART-TIME	3,440	1,430	2,010	2,964	476	469	3	3	1
PROFESSIONAL/INSTRUCTION	2,692	1,228	1,464	2,287	405	402	1	1	1
ALL OTHER	748	202	546	677	71	67	2	2	---
TOTAL, NEW HIRES	5,930	1,819	4,111	5,626	304	297	3	3	1
PROFESSIONAL STAFF	3,835	1,008	2,827	3,689	146	142	2	1	1
NON-PROFESSIONAL STAFF	2,095	811	1,284	1,937	158	155	1	2	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

KENTUCKY
NO. OF DISTRICTS (SAMPLED) — 142
NO. OF SCHOOLS INCLUDED —— 1,303

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	16,380	1,244	1,226	8	6	4	38,154	3,006	2,971	15	15	5
OFFICIALS/ADMIN/MANAGERS	648	22	22	—	—	—	145	16	16	—	—	—
PRINCIPALS	1,033	20	20	—	—	—	107	17	17	—	—	—
ASST PRINCIPALS, TEACH	18	1	1	—	—	—	2	—	—	—	—	—
ASST PRINCIPALS, N.T.	254	26	24	1	1	—	19	1	1	—	—	—
ELEMENTARY TEACHERS	3,083	121	118	2	—	1	16,362	922	904	6	8	4
SECONDARY TEACHERS	4,906	273	262	4	5	2	6,203	359	351	4	3	1
OTHER TEACHERS	10	—	—	—	—	—	31	—	—	—	—	—
GUIDANCE	277	13	13	—	—	—	471	30	29	—	1	—
PSYCHOLOGICAL	9	—	—	—	—	—	10	—	—	—	—	—
LIBRARIANS/AUDIO-VISUAL	37	2	2	—	—	—	1,048	52	52	—	—	—
CONSULTANTS/SUPER OF INST	201	3	3	—	—	—	170	28	28	—	—	—
OTHER PROFESSIONALS	153	18	18	—	—	—	337	62	62	—	—	—
TEACHERS AIDES	47	25	25	—	—	—	1,908	459	458	—	1	—
TECHNICIANS	74	22	22	—	—	—	91	42	41	—	1	—
CLERICAL/SECRETARIAL	66	9	9	—	—	—	2,823	204	204	—	—	—
SERVICE WORKERS	4,857	651	650	1	—	—	8,371	804	799	4	1	—
SKILLED CRAFT	530	33	32	—	—	1	48	9	8	1	—	—
LABORERS, UNSKILLED	177	5	5	—	—	—	8	1	1	—	—	—
TOTAL, PART-TIME	1,231	199	196	—	2	1	1,733	277	273	3	1	—
PROFESSIONAL/INSTRUCTION	1,056	172	170	—	1	1	1,231	233	232	1	—	—
ALL OTHER	175	27	26	—	1	—	502	44	41	2	1	—
TOTAL, NEW HIRES	1,707	112	110	2	—	—	3,919	192	187	1	3	1
PROFESSIONAL STAFF	973	35	34	1	—	—	2,716	111	108	1	1	1
NON-PROFESSIONAL STAFF	734	77	76	1	—	—	1,203	81	79	—	2	—

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

KENTUCKY
NO. OF DISTRICTS (SAMPLED) — 142
NO. OF SCHOOLS INCLUDED ---- 1,303

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	58,784	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	17,624	30.0	80.6	89.5	90.5	93.3	15.6	44.1	24.4	36.7	47.4	3.4	50.7	30.0	3.0	41.9	2.4	37.5	90.8	95.3
	F	41,160	70.0	19.4	10.5	9.5	6.7	84.4	55.9	75.6	63.3	52.6	96.6	49.3	70.0	97.0	58.1	97.6	62.5	9.2	4.7
WH*	T	54,534	92.8	95.4	96.9	95.2	91.0	94.9	94.6	100.0	94.5	100.0	95.2	92.3	85.9	80.1	72.0	93.1	90.1	93.2	96.9
	M	16,380	27.9	78.0	87.8	85.7	84.7	15.0	41.8	24.4	35.0	47.4	3.2	50.0	26.8	1.9	32.3	2.1	33.1	85.5	92.7
	F	38,154	64.9	17.4	9.1	9.5	6.3	79.9	52.8	75.6	59.5	52.6	92.0	42.3	59.1	78.2	39.7	91.0	57.0	7.7	4.2
MIN	T	4,250	7.2	4.5	3.1	4.8	9.0	5.1	5.4	—	5.4	—	4.8	7.7	14.1	19.8	27.9	6.9	9.9	6.8	3.1
	M	1,244	2.1	2.6	1.7	4.8	8.7	0.6	2.3	—	1.6	—	0.2	0.7	3.2	1.0	9.6	0.3	4.4	5.3	2.6
	F	3,006	5.1	1.9	1.4	—	0.3	4.5	3.1	—	3.8	—	4.6	7.0	10.9	18.8	18.3	6.6	5.5	1.5	0.5
BL*	T	4,197	7.1	4.5	3.1	4.8	8.3	5.0	5.2	—	5.3	—	4.8	7.7	14.1	19.8	27.5	6.9	9.8	6.5	3.1
	M	1,226	2.1	2.6	1.7	4.8	8.0	0.6	2.2	—	1.6	—	0.2	0.7	3.2	1.0	9.6	0.3	4.4	5.2	2.6
	F	2,971	5.1	1.9	1.4	—	0.3	4.4	3.0	—	3.7	—	4.6	7.0	10.9	18.8	17.9	6.6	5.4	1.3	0.5
HSP	T	23	***	—	—	—	0.3	—	—	—	—	—	—	—	—	—	—	—	—	0.2	—
	M	8	***	—	—	—	0.3	***	***	—	—	—	—	—	—	—	—	—	***	—	—
	F	15	***	—	—	—	—	***	***	—	—	—	—	—	—	—	—	—	***	0.2	—
AA#	T	21	***	—	—	—	0.3	—	—	—	0.1	—	—	—	—	—	0.4	—	—	—	—
	M	6	***	—	—	—	0.3	—	***	—	—	—	—	—	—	—	—	—	—	—	—
	F	15	***	—	—	—	—	***	***	—	0.1	—	—	—	—	***	0.4	—	***	—	—
IND	T	9	***	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	0.2	—
	M	4	***	—	—	—	—	***	***	—	—	—	—	—	—	—	—	—	—	0.2	—
	F	5	***	—	—	—	—	***	***	—	—	—	—	—	—	—	—	—	—	—	—

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

KENTUCKY
NO. OF DISTRICTS (SAMPLED) — 142
NO. OF SCHOOLS INCLUDED ——— 1,303

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	58,784	100.0	1.5	2.0	***	0.5	34.9	20.0	0.1	1.3	***	1.9	0.7	1.0	4.1	0.4	5.3	25.0	1.1	0.3
	M	17,624	100.0	3.8	6.0	0.1	1.6	18.2	29.4	0.1	1.6	0.1	0.2	1.2	1.0	0.4	0.5	0.4	31.3	3.2	1.0
	F	41,160	100.0	0.4	0.3	***	***	42.0	15.9	0.1	1.2	***	2.7	0.5	1.0	5.8	0.3	7.4	22.3	0.1	***
WHI*	T	54,534	100.0	1.5	2.1	***	0.5	35.7	20.4	0.1	1.4	***	2.0	0.7	0.9	3.6	0.3	5.3	24.3	1.1	0.3
	M	16,380	100.0	4.0	6.3	0.1	1.6	18.8	30.0	0.1	1.7	0.1	0.2	1.2	0.9	0.3	0.5	0.4	29.7	3.2	1.1
	F	38,154	100.0	0.4	0.3	***	***	42.9	16.3	0.1	1.2	***	2.7	0.4	0.9	5.0	0.2	7.4	21.9	0.1	***
MIN	T	4,250	100.0	0.9	0.9	***	0.6	24.5	14.9	---	1.0	---	1.6	0.7	1.9	11.4	1.5	5.0	34.2	1.0	0.1
	M	1,244	100.0	1.8	1.6	0.1	2.1	9.7	21.9	---	1.0	---	0.2	0.2	1.4	2.0	1.8	0.7	52.3	2.7	0.4
	F	3,006	100.0	0.5	0.6	---	***	30.7	11.9	---	1.0	---	1.7	0.9	2.1	15.2	1.4	6.8	26.7	0.3	***
BL*	T	4,197	100.0	0.9	0.9	***	0.6	24.4	14.6	---	1.0	---	1.3	0.7	1.9	11.5	1.5	5.1	34.5	1.0	0.1
	M	1,226	100.0	1.8	1.6	0.1	2.0	9.6	21.4	---	1.1	---	0.2	0.2	1.5	2.0	1.8	0.7	53.0	2.6	0.4
	F	2,971	100.0	0.5	0.6	---	***	30.4	11.8	---	1.0	---	1.8	0.9	2.1	15.4	1.4	6.9	26.9	0.3	***
HSP	T	23	100.0	---	---	---	4.3	34.8	34.8	---	---	---	---	---	---	---	---	---	21.7	4.3	---
	M	8	100.0	---	---	---	12.5	25.0	50.0	---	---	---	---	---	---	---	---	---	12.5	---	---
	F	15	100.0	---	---	---	---	40.0	26.7	---	---	---	---	---	---	---	---	---	26.7	6.7	---
AAS	T	21	100.0	---	---	---	4.8	38.1	38.1	---	4.8	---	---	---	---	4.8	4.8	---	4.8	---	---
	M	6	100.0	---	---	---	16.7	---	83.3	---	---	---	---	---	---	---	---	---	---	---	---
	F	15	100.0	---	---	---	---	53.3	20.0	---	6.7	---	---	---	---	6.7	6.7	---	6.7	---	---
IND	T	9	100.0	---	---	---	---	55.6	33.3	---	---	---	---	---	---	---	---	---	---	11.1	---
	M	4	100.0	---	---	---	---	25.0	50.0	---	---	---	---	---	---	---	---	---	---	25.0	---
	F	5	100.0	---	---	---	---	80.0	20.0	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

LOUISIANA
NO. OF DISTRICTS (SAMPLED) -- 65
NO. OF SCHOOLS INCLUDED ---- 1,485

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	73,261	20,902	52,359	44,962	28,299	27,974	205	70	50
OFFICIALS/ADMIN/MANAGERS	552	447	105	452	100	95	4	1	---
PRINCIPALS	1,463	1,251	212	1,058	405	399	3	1	2
ASST PRINCIPALS, TEACH	239	192	47	158	81	81	---	---	---
ASST PRINCIPALS, N.T.	595	519	76	365	230	229	1	---	---
ELEMENTARY TEACHERS	20,059	2,267	17,792	12,870	7,189	7,131	30	12	16
SECONDARY TEACHERS	15,131	6,345	8,786	10,119	5,012	4,970	32	7	3
OTHER TEACHERS	2,797	515	2,282	1,699	1,098	1,071	11	11	5
GUIDANCE	945	334	611	606	339	339	---	---	---
PSYCHOLOGICAL	75	23	52	60	15	14	---	1	---
LIBRARIANS/AUDIO-VISUAL	1,092	80	1,012	728	364	363	---	1	---
CONSULTANTS/SUPR OF INST	1,001	390	611	702	299	297	1	1	---
OTHER PROFESSIONALS	1,186	379	807	769	417	406	5	1	5
TEACHERS AIDES	5,570	127	5,443	2,862	2,708	2,651	23	26	8
TECHNICIANS	319	66	253	235	84	83	1	---	---
CLERICAL/SECRETARIAL	3,368	95	3,273	2,594	774	760	10	1	3
SERVICE WORKERS	17,069	6,411	10,658	8,490	8,579	8,501	67	4	7
SKILLED CRAFT	1,066	977	89	859	207	188	16	2	1
LABORERS, UNSKILLED	734	484	250	336	398	396	1	1	---
TOTAL, PART-TIME	5,755	2,118	3,637	3,484	2,271	2,258	8	3	2
PROFESSIONAL/INSTRUCTION	4,229	1,656	2,573	2,546	1,683	1,676	4	1	2
ALL OTHER	1,526	462	1,064	938	588	582	4	2	---
TOTAL, NEW HIRES	6,834	1,546	5,288	4,452	2,382	2,334	20	19	9
PROFESSIONAL STAFF	4,631	1,126	3,505	3,345	1,286	1,260	11	7	8
NON-PROFESSIONAL STAFF	2,203	420	1,783	1,107	1,096	1,074	9	12	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

LOUISIANA
NO. OF DISTRICTS (SAMPLED) — 65
NO. OF SCHOOLS INCLUDED — 1,485

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	13,122	7,780	7,687	71	10	12	31,840	20,519	20,287	134	60	38
OFFICIALS/ADMIN/MANAGERS	371	76	72	3	1	—	81	24	23	1	—	—
PRINCIPALS	929	322	319	3	—	—	129	83	80	—	1	2
ASST PRINCIPALS, TEACH	132	60	60	—	—	—	26	21	21	—	—	—
ASST PRINCIPALS, N.T.	321	198	197	1	—	—	44	32	32	—	—	—
ELEMENTARY TEACHERS	1,464	803	792	3	1	7	11,406	6,386	6,339	27	11	9
SECONDARY TEACHERS	4,358	1,987	1,972	11	2	2	5,761	3,025	2,998	21	5	1
OTHER TEACHERS	327	188	183	4	1	—	1,372	910	888	7	10	5
GUIDANCE	223	111	111	—	—	—	383	228	228	—	—	—
PSYCHOLOGICAL	21	2	1	—	1	—	39	13	13	—	—	—
LIBRARIANS/AUDIO-VISUAL	55	25	25	—	—	—	673	339	338	—	1	—
CONSULTANTS/SUPER OF INST	290	100	100	—	—	—	412	199	197	1	1	—
OTHER PROFESSIONALS	257	122	121	1	—	—	512	295	285	4	1	5
TEACHERS AIDES	20	107	107	—	—	—	2,842	2,601	2,544	23	26	8
TECHNICIANS	50	16	16	—	—	—	185	68	67	1	—	—
CLERICAL/SECRETARIAL	85	10	10	—	—	—	2,509	764	750	10	1	3
SERVICE WORKERS	3,209	3,202	3,171	28	1	2	5,281	5,377	5,330	39	3	5
SKILLED CRAFT	813	164	145	16	2	1	46	43	43	—	—	—
LABORERS, UNSKILLED	197	287	285	1	1	—	139	111	111	—	—	—
TOTAL, PART-TIME	1,448	670	669	—	1	—	2,036	1,601	1,589	8	2	2
PROFESSIONAL/INSTRUCTION	1,128	528	527	—	1	—	1,418	1,155	1,149	4	—	2
ALL OTHER	320	142	142	—	—	—	618	446	440	4	2	—
TOTAL, NEW HIRES	994	552	526	7	11	8	3,458	1,830	1,808	13	8	1
PROFESSIONAL STAFF	808	318	303	3	4	8	2,537	968	957	8	3	—
NON-PROFESSIONAL STAFF	186	234	223	4	7	—	921	862	851	5	5	1

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

LOUISIANA
NO. OF DISTRICTS (SAMPLED) -- 65
NO. OF SCHOOLS INCLUDED ----- 1,485

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	73,261	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	20,902	28.5	81.0	85.5	80.3	87.2	11.3	41.9	18.4	35.3	30.7	7.3	39.0	32.0	2.3	20.7	2.8	37.6	91.7	65.9
	F	52,359	71.5	19.0	14.5	19.7	12.8	88.7	58.1	81.6	64.7	69.3	92.7	61.0	68.0	97.7	79.3	97.2	62.4	8.3	34.1
WH*	T	44,962	61.4	81.9	72.3	66.1	61.3	64.2	66.9	60.8	64.1	80.0	66.6	70.2	64.9	51.4	73.7	77.0	49.7	80.6	45.7
	M	13,122	17.9	67.2	63.5	55.2	53.9	7.3	28.8	11.7	23.6	28.0	5.0	29.0	21.7	0.4	15.7	2.5	18.8	76.3	26.8
	F	31,840	43.5	14.7	8.8	10.9	7.4	56.9	38.1	49.1	40.5	52.0	61.6	41.2	43.2	51.0	58.0	74.5	30.9	4.3	18.9
MIN	T	28,299	38.6	18.1	27.7	33.9	38.7	35.8	33.1	39.2	35.8	20.0	33.3	29.9	35.2	48.6	26.3	23.0	50.3	19.4	54.2
	M	7,780	10.6	13.8	22.0	25.1	33.3	4.0	13.1	6.7	11.7	2.7	2.3	10.0	10.3	1.9	5.0	0.3	18.8	15.4	39.1
	F	20,519	28.0	4.3	5.7	8.8	5.4	31.8	20.0	32.5	24.1	17.3	31.0	19.9	24.9	46.7	21.3	22.7	31.5	4.0	15.1
BL*	T	27,974	38.2	17.2	27.3	33.9	38.5	35.5	32.8	38.2	35.8	18.6	33.3	29.7	34.2	47.6	26.0	22.6	49.8	17.6	53.9
	M	7,687	10.5	13.0	21.8	25.1	33.1	3.9	13.0	6.5	11.7	1.3	2.3	10.0	10.2	1.9	5.0	0.3	18.6	13.6	38.8
	F	20,287	27.7	4.2	5.5	8.8	5.4	31.6	19.8	31.7	24.1	17.3	31.0	19.7	24.0	45.7	21.0	22.3	31.2	4.0	15.1
HSP	T	205	0.3	0.7	0.2	---	0.2	0.1	0.2	0.4	---	---	---	0.1	0.4	0.4	0.3	0.3	0.4	1.5	0.1
	M	71	0.1	0.5	0.2	---	0.2	***	0.1	0.1	---	---	---	---	0.1	---	---	---	0.2	1.5	0.1
	F	134	0.2	0.2	---	---	---	0.1	0.1	0.3	---	---	---	0.1	0.3	0.4	0.3	0.3	0.2	---	---
AAS	T	70	0.1	0.2	0.1	---	---	0.1	---	0.4	---	1.3	0.1	0.1	0.1	0.5	---	---	---	0.2	0.1
	M	10	***	0.2	---	---	---	***	***	***	---	1.3	---	---	---	---	---	---	***	0.2	0.1
	F	60	0.1	---	0.1	---	---	0.1	***	0.4	---	---	0.1	0.1	0.1	0.5	---	***	***	---	---
IND	T	50	0.1	---	0.1	---	---	---	---	0.2	---	---	---	---	0.4	0.1	---	0.1	---	0.1	---
	M	12	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	***	0.1	---
	F	38	0.1	---	0.1	---	---	***	***	0.2	---	---	---	---	0.4	0.1	---	0.1	***	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

LOUISIANA
NO. OF DISTRICTS (SAMPLED) — 65
NO. OF SCHOOLS INCLUDED ——— 1,485

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	73,261	100.0	0.8	2.0	0.3	0.8	27.4	20.7	3.8	1.3	0.1	1.5	1.4	1.6	7.6	0.4	4.6	23.3	1.5	1.0
	M	20,902	100.0	2.1	6.0	0.9	2.5	10.8	30.4	2.5	1.6	0.1	0.4	1.9	1.8	0.6	0.3	0.5	30.7	4.7	2.3
	F	52,359	100.0	0.2	0.4	0.1	0.1	34.0	16.8	4.4	1.2	0.1	1.9	1.2	1.5	10.4	0.5	6.3	20.4	0.2	0.5
WH*	T	44,962	100.0	1.0	2.4	0.4	0.9	28.6	22.5	3.8	1.3	0.1	1.6	1.6	1.7	6.4	0.5	5.8	18.9	1.9	0.7
	M	13,122	100.0	2.8	7.1	1.0	2.4	11.2	33.2	2.5	1.7	0.2	0.4	2.2	2.0	0.2	0.4	0.6	24.5	6.2	1.5
	F	31,840	100.0	0.3	0.4	0.1	0.1	35.8	18.1	4.3	1.2	0.1	2.1	1.3	1.6	8.9	0.6	7.9	16.6	0.1	0.4
MIN	T	28,299	100.0	0.4	1.4	0.3	0.8	25.4	17.7	3.9	1.2	0.1	1.3	1.1	1.5	9.6	0.3	2.7	30.3	0.7	1.4
	M	7,780	100.0	1.0	4.1	0.8	2.5	10.3	25.5	2.4	1.4	***	0.3	1.3	1.6	1.4	0.2	0.1	41.2	2.1	3.7
	F	20,519	100.0	0.1	0.4	0.1	0.2	31.1	14.7	4.4	1.1	0.1	1.7	1.0	1.4	12.7	0.3	3.7	26.2	0.2	0.5
BL*	T	27,974	100.0	0.3	1.4	0.3	0.8	25.5	17.8	3.8	1.2	0.1	1.3	1.1	1.5	9.5	0.3	2.7	30.4	0.7	1.4
	M	7,687	100.0	0.9	4.1	0.8	2.6	10.3	25.7	2.4	1.4	***	0.3	1.3	1.6	1.4	0.2	0.1	41.3	1.9	3.7
	F	20,287	100.0	0.1	0.4	0.1	0.2	31.2	14.8	4.4	1.1	0.1	1.7	1.0	1.4	12.5	0.3	3.7	26.3	0.2	0.5
HSP	T	205	100.0	2.0	1.5	---	0.5	14.6	15.6	5.4	---	---	---	0.5	2.4	11.2	0.5	4.9	32.7	7.8	0.5
	M	71	100.0	4.2	4.2	---	1.4	4.2	15.5	5.6	---	---	---	---	1.4	---	---	---	39.4	22.5	1.4
	F	134	100.0	0.7	---	---	---	20.1	15.7	5.2	---	---	---	0.7	3.0	17.2	0.7	7.5	29.1	---	---
AAS	T	70	100.0	1.4	1.4	---	---	17.1	10.0	15.7	---	1.4	1.4	1.4	1.4	37.1	---	1.4	5.7	2.9	1.4
	M	10	100.0	10.0	---	---	---	10.0	20.0	10.0	---	10.0	---	---	---	---	---	---	10.0	20.0	10.0
	F	60	100.0	---	1.7	---	---	18.3	8.3	16.7	---	---	1.7	1.7	1.7	43.3	---	1.7	5.0	---	---
IND	T	50	100.0	---	4.0	---	---	32.0	6.0	10.0	---	---	---	---	10.0	16.0	---	6.0	14.0	2.0	---
	M	12	100.0	---	---	---	---	58.3	16.7	---	---	---	---	---	---	---	---	---	16.7	8.3	---
	F	38	100.0	---	5.3	---	---	23.7	2.6	13.2	---	---	---	---	13.2	21.1	---	7.9	13.2	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

MAINE
NO. OF DISTRICTS (SAMPLED) -- 80
NO. OF SCHOOLS INCLUDED ---- 522

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	18,754	7,390	11,364	18,711	43	11	14	10	8
OFFICIALS/ADMIN/MANAGERS	257	221	36	256	1	1	---	---	---
PRINCIPALS	436	400	36	434	2	---	---	---	2
ASST PRINCIPALS, TEACH	101	83	18	101	---	---	---	---	---
ASST PRINCIPALS, N.T.	102	96	6	101	1	---	---	1	---
ELEMENTARY TEACHERS	6,615	1,781	4,834	6,603	12	5	1	4	2
SECONDARY TEACHERS	4,181	2,634	1,547	4,165	16	3	8	3	2
OTHER TEACHERS	463	189	274	463	---	---	---	---	---
GUIDANCE	277	178	99	273	4	---	2	---	2
PSYCHOLOGICAL	16	12	4	16	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	263	43	220	262	1	---	---	1	---
CONSULTANTS/SUPER OF INST	123	54	69	123	---	---	---	---	---
OTHER PROFESSIONALS	657	130	527	657	---	---	---	---	---
TEACHERS AIDES	1,394	55	1,339	1,392	2	1	1	---	---
TECHNICIANS	29	11	18	29	---	---	---	---	---
CLERICAL/SECRETARIAL	910	6	904	910	---	---	---	---	---
SERVICE WORKERS	2,641	1,268	1,373	2,639	2	---	1	1	---
SKILLED CRAFT	57	53	4	56	1	---	1	---	---
LABORERS, UNSKILLED	232	176	56	231	1	1	---	---	---
TOTAL, PART-TIME	2,123	723	1,400	2,119	4	2	---	2	---
PROFESSIONAL/INSTRUCTION	1,239	341	898	1,236	3	1	---	2	---
ALL OTHER	884	382	502	883	1	1	---	---	---
TOTAL, NEW HIRES	1,312	467	845	1,307	5	1	---	3	1
PROFESSIONAL STAFF	1,076	395	681	1,074	2	---	---	1	1
NON-PROFESSIONAL STAFF	236	72	164	233	3	1	---	2	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

MAINE
NO. OF DISTRICTS (SAMPLED) -- 80
NO. OF SCHOOLS INCLUDED ---- 522

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	7,366	24	5	9	3	7	11,345	19	6	5	7	1
OFFICIALS/ADMIN/MANAGERS	221	---	---	---	---	---	35	1	1	---	---	---
PRINCIPALS	398	2	---	---	---	2	36	---	---	---	---	---
ASST PRINCIPALS, TEACH	83	---	---	---	---	---	18	---	---	---	---	---
ASST PRINCIPALS, N.T.	95	1	---	---	1	---	6	---	---	---	---	---
ELEMENTARY TEACHERS	1,777	4	1	---	1	2	4,826	8	4	1	3	---
SECONDARY TEACHERS	2,624	10	3	6	---	1	1,541	6	---	2	3	1
OTHER TEACHERS	189	---	---	---	---	---	274	---	---	---	---	---
GUIDANCE	174	4	---	2	---	2	99	---	---	---	---	---
PSYCHOLOGICAL	12	---	---	---	---	---	4	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	43	---	---	---	---	---	219	1	---	---	1	---
CONSULTANTS/SUPER OF INST	54	---	---	---	---	---	69	---	---	---	---	---
OTHER PROFESSIONALS	130	---	---	---	---	---	527	---	---	---	---	---
TEACHERS AIDES	55	---	---	---	---	---	1,337	2	1	1	---	---
TECHNICIANS	11	---	---	---	---	---	18	---	---	---	---	---
CLERICAL/SECRETARIAL	6	---	---	---	---	---	904	---	---	---	---	---
SERVICE WORKERS	1,267	1	---	---	1	---	1,372	1	---	1	---	---
SKILLED CRAFT	52	1	---	1	---	---	4	---	---	---	---	---
LABORERS, UNSKILLED	175	1	1	---	---	---	56	---	---	---	---	---
TOTAL, PART-TIME	722	1	1	---	---	---	1,397	3	1	---	2	---
PROFESSIONAL/INSTRUCTION	341	---	---	---	---	---	895	3	1	---	2	---
ALL OTHER	381	1	1	---	---	---	502	---	---	---	---	---
TOTAL, NEW HIRES	467	---	---	---	---	---	840	5	1	---	3	1
PROFESSIONAL STAFF	395	---	---	---	---	---	679	2	---	---	1	1
NON-PROFESSIONAL STAFF	72	---	---	---	---	---	161	3	1	---	2	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MAINE
NO. OF DISTRICTS (SAMPLED) — 80
NO. OF SCHOOLS INCLUDED ——— 522

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	18,754	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	7,390	39.4	86.0	91.7	82.2	94.1	26.9	63.0	40.8	64.3	75.0	16.3	43.9	19.8	3.9	37.9	0.7	48.0	93.0	75.9
	F	11,364	60.6	14.0	8.3	17.8	5.9	73.1	37.0	59.2	35.7	25.0	83.7	56.1	80.2	96.1	62.1	99.3	52.0	7.0	24.1
WHI*	T	18,711	99.8	99.6	99.6	100.0	99.0	99.9	99.7	100.0	98.5	100.0	99.6	100.0	100.0	99.8	100.0	100.0	100.0	98.2	99.5
	M	7,366	39.3	86.0	91.3	82.2	93.1	26.9	62.8	40.8	62.8	75.0	16.3	43.9	19.8	3.9	37.9	0.7	48.0	91.2	75.4
	F	11,345	60.5	13.6	8.3	17.8	5.9	73.0	36.9	59.2	35.7	25.0	83.3	56.1	80.2	95.9	62.1	99.3	52.0	7.0	24.1
MIN	T	43	0.2	0.4	0.5	—	1.0	0.2	0.3	—	1.4	—	0.4	—	—	0.1	—	—	—	1.8	0.4
	M	24	0.1	—	0.5	—	1.0	0.1	0.2	—	1.4	—	—	—	—	—	—	—	***	1.8	0.4
	F	19	0.1	0.4	—	—	—	0.1	0.1	—	—	—	0.4	—	—	0.1	—	—	***	—	—
BL*	T	11	0.1	0.4	—	—	—	0.1	0.1	—	—	—	—	—	—	0.1	—	—	—	—	0.4
	M	5	***	—	—	—	—	***	0.1	—	—	—	—	—	—	—	—	—	—	—	0.4
	F	6	***	0.4	—	—	—	0.1	—	—	—	—	—	—	—	0.1	—	—	—	—	—
HSP	T	14	0.1	—	—	—	—	—	0.1	—	0.7	—	—	—	—	0.1	—	—	—	1.8	—
	M	9	***	—	—	—	—	—	0.1	—	0.7	—	—	—	—	—	—	—	—	1.8	—
	F	5	***	—	—	—	—	***	***	—	—	—	—	—	—	0.1	—	—	***	—	—
AAS	T	10	0.1	—	—	—	1.0	—	0.1	—	—	—	0.4	—	—	—	—	—	—	—	—
	M	3	***	—	—	—	1.0	***	—	—	—	—	—	—	—	—	—	—	***	—	—
	F	7	***	—	—	—	—	***	0.1	—	—	—	0.4	—	—	—	—	—	—	—	—
IND	T	8	***	—	0.5	—	—	—	—	—	0.7	—	—	—	—	—	—	—	—	—	—
	M	7	***	—	0.5	—	—	***	***	—	0.7	—	—	—	—	—	—	—	—	—	—
	F	1	***	—	—	—	—	—	***	—	—	—	—	—	—	—	—	—	—	—	—

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MAINE
NO. OF DISTRICTS (SAMPLED) — 80
NO. OF SCHOOLS INCLUDED ——— 522

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	18,754	100.0	1.4	2.3	0.5	0.5	35.3	22.3	2.5	1.5	0.1	1.4	0.7	3.5	7.4	0.2	4.9	14.1	0.3	1.2
	M	7,390	100.0	3.0	5.4	1.1	1.3	24.1	35.6	2.6	2.4	0.2	0.6	0.7	1.8	0.7	0.1	0.1	17.2	0.7	2.4
	F	11,364	100.0	0.3	0.3	0.2	0.1	42.5	13.6	2.4	0.9	***	1.9	0.6	4.6	11.8	0.2	8.0	12.1	***	0.5
WH*	T	18,711	100.0	1.4	2.3	0.5	0.5	35.3	22.3	2.5	1.5	0.1	1.4	0.7	3.5	7.4	0.2	4.9	14.1	0.3	1.2
	M	7,366	100.0	3.0	5.4	1.1	1.3	24.1	35.6	2.6	2.4	0.2	0.6	0.7	1.8	0.7	0.1	0.1	17.2	0.7	2.4
	F	11,345	100.0	0.3	0.3	0.2	0.1	42.5	13.6	2.4	0.9	***	1.9	0.6	4.6	11.8	0.2	8.0	12.1	***	0.5
MIN	T	43	100.0	2.3	4.7	---	2.3	27.9	37.2	---	9.3	---	2.3	---	---	4.7	---	---	4.7	2.3	2.3
	M	24	100.0	---	8.3	---	4.2	16.7	41.7	---	16.7	---	---	---	---	---	---	---	4.2	4.2	4.2
	F	19	100.0	5.3	---	---	---	42.1	31.6	---	---	---	5.3	---	---	10.5	---	---	5.3	---	---
BL*	T	11	100.0	9.1	---	---	---	45.5	27.3	---	---	---	---	---	---	9.1	---	---	---	---	9.1
	M	5	100.0	---	---	---	---	20.0	60.0	---	---	---	---	---	---	---	---	---	---	---	20.0
	F	6	100.0	16.7	---	---	---	66.7	---	---	---	---	---	---	---	16.7	---	---	---	---	---
HSP	T	14	100.0	---	---	---	---	7.1	57.1	---	14.3	---	---	---	---	7.1	---	---	7.1	7.1	---
	M	9	100.0	---	---	---	---	---	66.7	---	22.2	---	---	---	---	---	---	---	---	11.1	---
	F	5	100.0	---	---	---	---	20.0	40.0	---	---	---	---	---	---	20.0	---	---	20.0	---	---
AA#	T	10	100.0	---	---	---	10.0	40.0	30.0	---	---	---	10.0	---	---	---	---	---	10.0	---	---
	M	3	100.0	---	---	---	33.3	33.3	---	---	---	---	---	---	---	---	---	---	33.3	---	---
	F	7	100.0	---	---	---	---	42.9	42.9	---	---	---	14.3	---	---	---	---	---	---	---	---
IN	T	8	100.0	---	25.0	---	---	25.0	25.0	---	25.0	---	---	---	---	---	---	---	---	---	---
	M	7	100.0	---	28.6	---	---	28.6	14.3	---	28.6	---	---	---	---	---	---	---	---	---	---
	F	1	100.0	---	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

MARYLAND
NO. OF DISTRICTS (SAMPLED) --- 24
NO. OF SCHOOLS INCLUDED ---- 1,354

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	78,858	27,056	51,802	56,636	22,222	21,739	143	166	17
OFFICIALS/ADMIN/MANAGERS	620	516	104	530	90	88	1	1	---
PRINCIPALS	1,361	953	408	1,122	239	238	1	---	---
ASST PRINCIPALS, TEACH	70	36	34	49	21	21	---	---	---
ASST PRINCIPALS, N.T.	1,003	690	313	724	279	276	---	2	1
ELEMENTARY TEACHERS	16,413	2,026	14,387	12,225	4,188	4,120	18	40	10
SECONDARY TEACHERS	20,126	9,957	10,169	16,331	3,795	3,694	52	38	11
OTHER TEACHERS	6,131	1,658	4,473	4,540	1,591	1,544	15	23	9
GUIDANCE	1,318	605	713	1,069	249	246	3	---	---
PSYCHOLOGICAL	199	88	111	181	18	17	1	---	---
LIBRARIANS/AUDIO-VISUAL	1,275	150	1,125	1,054	221	212	2	5	2
CONSULTANTS/SUPER OF INST	606	334	272	532	74	72	2	---	---
OTHER PROFESSIONALS	2,281	923	1,358	1,689	592	573	7	9	3
TEACHERS AIDES	5,692	176	5,516	3,336	2,356	2,340	8	7	1
TECHNICIANS	643	355	288	589	54	43	3	6	2
CLERICAL/SECRETARIAL	4,931	140	4,791	4,137	794	779	3	9	3
SERVICE WORKERS	13,482	5,889	7,593	6,723	6,759	6,662	20	21	56
SKILLED CRAFT	1,962	1,881	81	1,354	608	570	4	5	29
LABORERS, UNSKILLED	745	679	66	451	294	244	3	---	47
TOTAL, PART-TIME	12,452	2,742	9,710	10,536	1,916	1,812	43	55	6
PROFESSIONAL/INSTRUCTION	8,892	1,779	7,113	7,141	1,751	1,686	28	32	5
ALL OTHER	3,560	963	2,597	3,395	165	126	15	23	1
TOTAL, NEW HIRES	5,408	1,660	3,748	4,315	1,093	1,054	13	23	3
PROFESSIONAL STAFF	3,386	1,034	2,352	2,781	605	586	9	9	1
NON-PROFESSIONAL STAFF	2,022	626	1,396	1,534	488	468	4	14	2

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

MARYLAND
NO. OF DISTRICTS (SAMPLED) — 24
NO. OF SCHOOLS INCLUDED —— 1,354

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	19,938	7,118	6,996	62	47	13	36,698	15,104	14,743	81	119	161
OFFICIALS/ADMIN/MANAGERS	471	45	44	1	---	---	59	45	44	---	1	---
PRINCIPALS	827	126	126	---	---	---	295	113	112	1	---	---
ASST PRINCIPALS, TEACH	26	10	10	---	---	---	23	11	11	---	---	---
ASST PRINCIPALS, N.T.	548	142	139	---	2	1	176	137	137	---	---	---
ELEMENTARY TEACHERS	1,638	388	373	6	7	2	10,587	3,800	3,747	12	33	8
SECONDARY TEACHERS	8,569	1,388	1,347	19	17	5	7,762	2,407	2,347	33	21	6
OTHER TEACHERS	1,328	330	323	4	1	2	3,212	1,261	1,221	11	22	7
GUIDANCE	541	64	63	1	---	---	528	185	183	2	---	---
PSYCHOLOGICAL	84	4	4	---	---	---	97	14	13	1	---	---
LIBRARIANS/AUDIO-VISUAL	140	10	9	1	---	---	914	211	203	1	5	2
CONSULTANTS/SUPER OF INST	313	21	19	2	---	---	219	53	53	---	---	---
OTHER PROFESSIONALS	733	190	180	4	5	1	956	402	393	3	4	2
TEACHERS AIDES	113	63	62	---	1	---	3,223	2,293	2,278	8	6	1
TECHNICIANS	328	27	22	1	4	---	261	27	21	2	2	2
CLERICAL/SECRETARIAL	81	59	59	---	---	---	4,056	735	720	3	9	3
SERVICE WORKERS	2,425	3,464	3,439	16	7	2	4,298	3,295	3,223	4	14	54
SKILLED CRAFT	1,335	546	539	4	3	---	19	62	31	---	2	29
LABORERS, UNSKILLED	438	241	234	3	---	---	13	53	6	---	---	47
TOTAL, PART-TIME	2,015	657	643	8	9	3	8,451	1,259	1,175	35	46	3
PROFESSIONAL/INSTRUCTION	1,195	624	617	5	4	2	5,986	1,127	1,073	23	28	3
ALL OTHER	820	33	24	3	5	1	2,465	132	102	12	18	---
TOTAL, NEW HIRES	1,271	389	382	4	3	---	3,044	704	672	9	20	3
PROFESSIONAL STAFF	889	145	141	3	1	---	1,892	460	445	6	8	1
NON-PROFESSIONAL STAFF	382	244	241	1	2	---	1,152	244	227	3	12	2

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MARYLAND
NO. OF DISTRICTS (SAMPLED) -- 24
NO. OF SCHOOLS INCLUDED ---- 1,354

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	78,858	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	27,056	34.3	83.2	70.0	51.4	68.8	12.3	49.5	27.0	45.9	44.2	11.8	55.1	40.5	3.1	[illegible]	2.8	43.7	95.9	91.1
	F	51,802	65.7	16.8	30.0	48.6	31.2	87.7	50.5	73.0	54.1	55.8	88.2	44.9	59.5	96.[illegible]	[illegible]	97.2	56.3	4.1	8.9
WH*	T	56,636	71.8	85.5	82.5	70.0	72.1	74.5	81.2	74.1	81.1	90.9	82.7	87.8	74.0	58.[illegible]	[illegible].6	83.9	49.5	69.0	60.5
	M	19,938	25.3	76.0	60.8	37.1	54.6	10.0	42.6	21.7	41.0	42.2	11.0	51.7	32.1	2.[illegible]	51.0	1.6	18.0	68.0	58.8
	F	36,698	46.5	9.5	21.7	32.9	17.5	64.5	38.6	52.4	40.1	48.7	71.7	36.1	41.9	56.6	40.6	82.3	31.9	1.0	1.7
MIN	T	22,222	28.2	14.6	17.6	30.0	27.9	25.6	18.9	26.0	18.9	9.0	17.3	12.2	25.9	41.4	8.4	16.1	50.1	31.0	39.4
	M	7,118	9.0	7.3	9.3	14.3	14.2	2.4	6.9	5.4	4.9	2.0	0.8	3.5	8.3	1.1	4.2	1.2	25.7	27.8	32.3
	F	15,104	19.2	7.3	8.3	15.7	13.7	23.2	12.0	20.6	14.0	7.0	16.5	8.7	17.6	40.3	4.2	14.9	24.4	3.2	7.1
BL*	T	21,739	27.6	14.2	17.5	30.0	27.6	25.1	18.4	25.2	18.7	8.5	16.6	11.8	25.1	41.1	6.7	15.8	49.4	29.1	32.7
	M	6,996	8.9	7.1	9.3	14.3	13.9	2.3	6.7	5.3	4.8	2.0	0.7	3.1	7.9	1.1	3.4	1.2	25.5	27.5	31.9
	F	14,743	18.7	7.1	8.2	15.7	13.7	22.8	11.7	19.9	13.9	6.5	15.9	8.7	17.2	40.0	3.3	14.6	23.9	1.6	0.8
HSP	T	143	0.2	0.2	0.1	---	---	0.1	0.3	0.3	0.3	0.5	0.2	0.3	0.3	0.1	0.5	0.1	0.1	0.2	0.4
	M	62	0.1	0.2	---	---	---	***	0.1	0.[illegible]	0.1	---	0.1	0.3	0.2	---	0.2	---	0.1	0.2	0.4
	F	81	0.1	---	0.1	---	---	0.1	0.2	0.2	0.2	0.5	0.1	---	0.1	0.1	0.3	0.1	***	---	---
AAB	T	166	0.2	0.2	---	---	0.2	0.2	0.2	0.4	---	---	0.4	---	0.4	0.1	0.9	0.2	0.2	0.3	---
	M	47	0.1	---	---	---	0.2	***	0.1	***	---	---	---	---	0.2	***	0.6	---	0.1	0.2	---
	F	119	0.2	0.2	---	---	---	0.2	0.1	0.4	---	---	0.4	---	0.2	0.1	0.3	0.2	0.1	0.1	---
IND	T	174	0.2	---	---	---	0.1	---	---	0.1	---	---	0.2	---	0.1	---	0.3	0.1	0.4	1.5	6.3
	M	13	***	---	---	---	0.1	***	***	***	---	---	---	---	***	---	---	---	***	---	---
	F	161	0.2	---	---	---	---	***	***	0.1	---	---	0.2	---	0.1	***	0.3	0.1	0.4	1.5	6.3

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MARYLAND
NO. OF DISTRICTS (SAMPLED) -- 24
NO. OF SCHOOLS INCLUDED ---- 1,354

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	78,858	100.0	0.8	1.7	0.1	1.3	20.8	25.5	7.8	1.7	0.3	1.6	0.8	2.9	7.2	0.8	6.3	17.1	2.5	0.9
	M	27,056	100.0	1.9	3.5	0.1	2.6	7.5	36.8	6.1	2.2	0.3	0.6	1.2	3.4	0.7	1.3	0.5	21.8	7.0	2.5
	F	51,802	100.0	0.2	0.8	0.1	0.6	27.8	19.6	8.6	1.4	0.2	2.2	0.5	2.6	10.6	0.6	9.2	14.7	0.2	0.1
WH*	T	56,636	100.0	0.9	2.0	0.1	1.3	21.6	28.8	8.0	1.9	0.3	1.9	0.9	3.0	5.9	1.0	7.3	11.5	2.4	0.8
	M	19,938	100.0	2.4	4.1	0.1	2.7	8.2	43.0	6.7	2.7	0.4	0.7	1.6	3.7	0.6	1.6	0.4	12.2	6.7	2.2
	F	36,698	100.0	0.2	0.8	0.1	0.5	28.8	21.2	8.8	1.4	0.3	2.5	0.6	2.6	8.6	0.7	11.1	11.7	0.1	***
MIN	T	22,222	100.0	0.4	1.1	0.1	1.3	18.8	17.1	7.2	1.1	0.1	1.0	0.3	2.7	10.6	0.2	3.6	30.4	2.7	1.3
	M	7,118	100.0	0.6	1.8	0.1	2.0	5.5	19.5	4.6	0.9	0.1	0.1	0.3	2.7	0.9	0.4	0.8	48.7	7.7	3.4
	F	15,104	100.0	0.3	0.7	0.1	0.9	25.2	15.9	8.3	1.2	0.1	1.4	0.4	2.7	15.2	0.2	4.9	21.9	0.4	0.4
BL*	T	21,739	100.0	0.4	1.1	0.1	1.3	19.0	17.0	7.1	1.1	0.1	1.0	0.3	2.6	10.8	0.2	3.6	30.6	2.6	1.1
	M	6,996	100.0	0.6	1.8	0.1	2.0	5.3	19.3	4.6	0.9	0.1	0.1	0.3	2.6	0.9	0.3	0.8	49.2	7.7	3.4
	F	14,743	100.0	0.3	0.8	0.1	0.9	25.4	15.9	8.3	1.2	0.1	1.4	0.4	2.7	15.5	0.1	4.9	21.9	0.2	***
HSP	T	143	100.0	0.7	0.7	---	---	12.6	36.4	10.5	2.1	0.7	1.4	1.4	4.9	5.6	2.1	2.1	14.0	2.8	2.1
	M	62	100.0	1.6	---	---	---	9.7	30.6	6.5	1.6	---	1.6	3.2	6.5	---	1.6	---	25.8	6.5	4.8
	F	81	100.0	---	1.2	---	---	14.8	40.7	13.6	2.5	1.2	1.2	---	3.7	9.9	2.5	3.7	4.9	---	---
AAB	T	166	100.0	0.6	---	---	1.2	24.1	22.9	13.9	---	---	3.0	---	5.4	4.2	3.6	5.4	12.7	3.0	---
	M	47	100.0	---	---	---	4.3	14.9	36.2	2.1	---	---	---	---	10.6	2.1	8.5	---	14.9	6.4	---
	F	119	100.0	0.8	---	---	---	27.7	17.6	18.5	---	---	4.2	---	3.4	5.0	1.7	7.6	11.8	1.7	---
IND	T	174	100.0	---	---	---	0.6	5.7	6.3	5.2	---	---	1.1	---	1.7	0.6	1.1	1.7	32.2	16.7	27.0
	M	13	100.0	---	---	---	7.7	15.4	38.5	15.4	---	---	---	---	7.7	---	---	---	15.4	---	---
	F	161	100.0	---	---	---	---	5.0	3.7	4.3	---	---	1.2	---	1.2	0.6	1.2	1.9	33.5	18.0	29.2

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

MASSACHUSETTS
NO. OF DISTRICTS (SAMPLED) -- 209
NO. OF SCHOOLS INCLUDED ---- 1,959

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	98,754	38,727	60,027	95,600	3,154	2,252	460	147	295
OFFICIALS/ADMIN/MANAGERS	1,224	1,014	210	1,192	32	21	5	2	4
PRINCIPALS	1,813	1,528	285	1,784	29	25	2	---	2
ASST PRINCIPALS, TEACH	764	508	256	745	19	19	---	---	---
ASST PRINCIPALS, N.T.	926	802	124	903	23	19	1	1	2
ELEMENTARY TEACHERS	26,513	4,763	21,750	25,596	917	674	84	59	100
SECONDARY TEACHERS	29,778	17,092	12,686	29,181	597	391	89	39	78
OTHER TEACHERS	3,952	1,102	2,850	3,792	160	113	37	10	---
GUIDANCE	2,366	1,317	1,049	2,287	79	59	10	4	6
PSYCHOLOGICAL	426	207	219	417	9	6	3	---	---
LIBRARIANS/AUDIO-VISUAL	1,230	303	927	1,202	28	15	1	8	4
CONSULTANTS/SUPER OF INST	1,080	708	372	1,049	31	28	1	1	1
OTHER PROFESSIONALS	3,318	841	2,477	3,232	86	70	9	5	2
TEACHERS AIDES	5,545	443	5,102	4,777	768	540	161	13	14
TECHNICIANS	339	171	168	329	10	4	2	---	4
CLERICAL/SECRETARIAL	5,340	70	5,270	5,255	85	56	12	2	15
SERVICE WORKERS	13,097	7,013	6,084	12,824	273	165	42	3	63
SKILLED CRAFT	589	453	136	584	5	4	1	---	---
LABORERS, UNSKILLED	454	392	62	451	3	3	---	---	---
TOTAL, PART-TIME	16,937	3,291	13,646	16,520	417	321	55	33	8
PROFESSIONAL/INSTRUCTION	9,609	1,045	8,564	9,353	256	215	30	6	5
ALL OTHER	7,328	2,246	5,082	7,167	161	106	25	27	3
TOTAL, NEW HIRES	5,630	1,765	3,865	5,462	168	109	37	15	7
PROFESSIONAL STAFF	4,519	1,500	3,019	4,384	135	92	23	13	7
NON-PROFESSIONAL STAFF	1,111	265	846	1,078	33	17	14	2	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

MASSACHUSETTS
NO. OF DISTRICTS (SAMPLED) -- 209
NO. OF SCHOOLS INCLUDED ---- 1,959

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	37,850	877	610	138	27	102	57,750	2,277	1,642	322	120	193
OFFICIALS/ADMIN/MANAGERS	999	15	12	1	---	2	193	17	9	4	2	2
PRINCIPALS	1,508	20	16	2	---	2	276	9	9	---	---	---
ASST PRINCIPALS, TEACH	499	9	9	---	---	---	246	10	10	---	---	---
ASST PRINCIPALS, N.T.	787	15	12	1	---	2	116	8	7	---	1	---
ELEMENTARY TEACHERS	4,619	144	105	16	6	17	20,977	773	569	68	53	83
SECONDARY TEACHERS	16,823	269	174	39	13	43	12,338	328	217	50	26	35
OTHER TEACHERS	1,059	43	35	6	2	---	2,733	117	78	31	8	---
GUIDANCE	1,288	29	19	5	1	4	999	50	40	5	3	2
PSYCHOLOGICAL	202	5	3	2	---	---	215	4	3	1	---	---
LIBRARIANS/AUDIO-VISUAL	302	1	---	---	1	---	900	27	15	1	7	4
CONSULTANTS/SUPER OF INST	694	14	13	---	---	1	355	17	15	1	1	---
OTHER PROFESSIONALS	821	20	14	5	1	---	2,411	66	56	4	4	2
TEACHERS AIDES	304	139	107	29	2	1	4,473	629	473	132	11	13
TECHNICIANS	169	2	1	1	---	---	160	8	3	1	---	4
CLERICAL/SECRETARIAL	70	---	---	---	---	---	5,185	85	56	12	2	15
SERVICE WORKERS	6,865	148	86	31	1	30	5,959	125	79	11	2	33
SKILLED CRAFT	452	1	1	---	---	---	132	4	3	1	---	---
LABORERS, UNSKILLED	389	3	3	---	---	---	62	---	---	---	---	---
TOTAL, PART-TIME	3,202	89	67	11	6	5	13,318	328	254	44	27	3
PROFESSIONAL/INSTRUCTION	1,020	25	19	4	---	2	8,333	231	196	26	6	3
ALL OTHER	2,182	64	48	7	6	3	4,985	97	58	18	21	---
TOTAL, NEW HIRES	1,715	50	41	6	3	---	3,747	118	68	31	12	7
PROFESSIONAL STAFF	1,460	40	32	5	3	---	2,924	95	60	18	10	7
NON-PROFESSIONAL STAFF	255	10	9	1	---	---	823	23	8	13	2	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MASSACHUSETTS
NO. OF DISTRICTS (SAMPLED) — 209
NO. OF SCHOOLS INCLUDED ——— 1,959

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	98,754	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	38,727	39.2	82.8	84.3	66.5	66.6	18.0	57.4	27.9	55.7	48.6	24.6	65.6	25.3	8.0	50.4	1.3	53.5	76.9	86.3
	F	60,027	60.8	17.2	15.7	33.5	13.4	82.0	42.6	72.1	44.3	51.4	75.4	34.4	74.7	92.0	49.6	98.7	46.5	23.1	13.7
WH*	T	95,600	96.8	97.4	98.4	97.5	97.5	96.5	98.0	96.0	96.6	97.9	97.8	97.2	97.4	86.2	97.1	98.4	97.9	99.1	99.4
	M	37,850	38.3	81.6	83.2	65.3	85.0	17.4	56.5	26.8	54.4	47.4	24.6	64.3	24.7	5.5	49.9	1.3	52.4	76.7	85.7
	F	57,750	58.5	15.8	15.2	32.2	12.5	79.1	41.5	69.2	42.2	50.5	73.2	32.9	72.7	80.7	47.2	97.1	45.5	22.4	13.7
MIN	T	3,154	3.2	2.6	1.6	2.5	2.5	3.4	2.0	4.1	3.3	2.1	2.3	2.9	2.6	13.8	3.0	1.6	2.1	0.9	0.7
	M	877	0.9	1.2	1.1	1.2	1.6	0.5	0.9	1.1	1.2	1.2	0.1	1.3	0.6	2.5	0.6	---	1.1	0.2	0.7
	F	2,277	2.3	1.4	0.5	1.3	0.9	2.9	1.1	3.0	2.1	0.9	2.2	1.6	2.0	11.3	2.4	1.6	1.0	0.7	---
BL*	T	2,252	2.3	1.7	1.4	2.5	2.1	2.5	1.3	2.9	2.5	1.4	1.2	2.6	2.1	10.4	1.2	1.0	1.3	0.7	0.7
	M	610	0.6	1.0	0.9	1.2	1.3	0.4	0.6	0.9	0.8	0.7	---	1.2	0.4	1.9	0.3	---	0.7	0.2	0.7
	F	1,642	1.7	0.7	0.5	1.3	0.8	2.1	0.7	2.0	1.7	0.7	1.2	1.4	1.7	8.5	0.9	1.0	0.6	0.5	---
HSP	T	460	0.5	0.4	0.1	---	0.1	0.4	0.3	1.0	0.4	0.7	0.1	0.1	0.3	2.9	0.6	0.2	0.3	0.2	---
	M	138	0.1	0.1	0.1	---	0.1	0.1	0.1	0.2	0.2	0.5	---	---	0.2	0.5	0.3	---	0.2	---	---
	F	322	0.3	0.3	---	---	---	0.3	0.2	0.8	0.2	0.2	0.1	0.1	0.1	2.4	0.3	0.2	0.1	0.2	---
AA#	T	147	0.1	0.2	---	---	0.1	0.2	0.1	0.3	0.1	---	0.7	0.1	0.1	0.2	---	---	---	---	---
	M	27	***	---	---	---	---	***	***	0.1	***	---	0.1	---	***	***	---	---	***	---	---
	F	120	0.1	0.2	---	---	0.1	0.2	0.1	0.2	0.1	---	0.6	0.1	0.1	0.2	---	***	***	---	---
IND	T	295	0.3	0.4	0.1	---	0.2	0.4	0.2	---	0.3	---	0.3	0.1	0.1	0.2	1.2	0.3	0.5	---	---
	M	102	0.1	0.2	0.1	---	0.2	0.1	0.1	---	0.2	---	---	0.1	---	***	---	---	0.2	---	---
	F	193	0.2	0.2	---	---	---	0.3	0.1	---	0.1	---	0.3	---	0.1	0.2	1.2	0.3	0.3	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MASSACHUSETTS
NO. OF DISTRICTS (SAMPLED) — 209
NO. OF SCHOOLS INCLUDED —— 1,959

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	98,754	100.0	1.2	1.8	0.8	0.9	26.8	30.2	4.0	2.4	0.4	1.2	1.1	3.4	5.6	0.3	5.4	13.3	0.6	0.5
	M	38,727	100.0	2.6	3.9	1.3	2.1	12.3	44.1	2.8	3.4	0.5	0.8	1.8	2.2	1.1	0.4	0.2	18.1	1.2	1.0
	F	60,027	100.0	0.3	0.5	0.4	0.2	36.2	21.1	4.7	1.7	0.4	1.5	0.6	4.1	8.5	0.3	8.8	10.1	0.2	0.1
WH*	T	95,600	100.0	1.2	1.9	0.8	0.9	26.8	30.5	4.0	2.4	0.4	1.3	1.1	3.4	5.0	0.3	5.5	13.4	0.6	0.5
	M	37,850	100.0	2.6	4.0	1.3	2.1	12.2	44.4	2.8	3.4	0.5	0.8	1.8	2.2	0.8	0.4	0.2	18.1	1.2	1.0
	F	57,750	100.0	0.3	0.5	0.4	0.2	36.3	21.4	4.7	1.7	0.4	1.6	0.6	4.2	7.7	0.3	9.0	10.3	0.2	0.1
MIN	T	3,154	100.0	1.0	0.9	0.6	0.7	29.1	18.9	5.1	2.5	0.3	0.9	1.0	2.7	24.4	0.3	2.7	8.7	0.2	0.1
	M	877	100.0	1.7	2.3	1.0	1.7	16.4	30.7	4.9	3.3	0.6	0.1	1.6	2.3	15.8	0.2	---	16.9	0.1	0.3
	F	2,277	100.0	0.7	0.4	0.4	0.4	33.9	14.4	5.1	2.2	0.2	1.2	0.7	2.9	27.6	0.4	3.7	5.5	0.2	---
BL*	T	2,252	100.0	0.9	1.1	0.8	0.8	29.9	17.4	5.0	2.6	0.3	0.7	1.2	3.1	25.8	0.2	2.5	7.3	0.2	0.1
	M	610	100.0	2.0	2.6	1.5	2.0	17.2	28.5	5.7	3.1	0.5	---	2.1	2.3	17.5	0.2	---	14.1	0.2	0.5
	F	1,642	100.0	0.5	0.5	0.6	0.4	34.7	13.2	4.8	2.4	0.2	0.9	0.9	3.4	28.8	0.2	3.4	4.8	0.2	---
HSP	T	460	100.0	1.1	0.4	---	0.2	18.3	19.3	8.0	2.2	0.7	0.2	0.2	2.0	35.0	0.4	2.6	9.1	0.2	---
	M	138	100.0	0.7	1.4	---	0.7	11.6	28.3	4.3	3.6	1.4	---	---	3.6	21.0	0.7	---	22.5	---	---
	F	322	100.0	1.2	---	---	---	21.1	15.5	9.6	1.6	0.3	0.3	0.3	1.2	41.0	0.3	3.7	3.4	0.3	---
AAB	T	147	100.0	1.4	---	---	0.7	40.1	26.5	6.8	2.7	---	5.4	0.7	3.4	8.8	---	1.4	2.0	---	---
	M	27	100.0	---	---	---	---	22.2	48.1	7.4	3.7	---	3.7	---	3.7	7.4	---	---	3.7	---	---
	F	120	100.0	1.7	---	---	0.8	44.2	21.7	6.7	2.5	---	5.8	0.8	3.3	9.2	---	1.7	1.7	---	---
IND	T	295	100.0	1.4	0.7	---	0.7	33.9	26.4	---	2.0	---	1.4	0.3	0.7	4.7	1.4	5.1	21.4	---	---
	M	102	100.0	2.0	2.0	---	2.0	16.7	42.2	---	3.9	---	---	1.0	---	1.0	---	---	29.4	---	---
	F	193	100.0	1.0	---	---	---	43.0	18.1	---	1.0	---	2.1	---	1.0	6.7	2.1	7.8	17.1	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

MICHIGAN
NO. OF DISTRICTS (SAMPLED) — 371
NO. OF SCHOOLS INCLUDED —— 3,428

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	160,942	61,331	99,611	139,098	21,844	20,361	948	268	267
OFFICIALS/ADMIN/MANAGERS	2,362	2,110	252	2,238	124	116	5	2	1
PRINCIPALS	3,388	2,885	503	3,101	287	275	9	2	1
ASST PRINCIPALS, TEACH	96	85	11	95	1	1	---	---	---
ASST PRINCIPALS, N.T.	1,393	1,177	216	1,132	261	250	8	1	2
ELEMENTARY TEACHERS	39,227	6,639	32,588	34,593	4,634	4,370	132	81	51
SECONDARY TEACHERS	42,202	25,086	17,116	38,677	3,525	3,219	164	77	65
OTHER TEACHERS	5,860	1,651	4,209	5,048	812	770	16	16	10
GUIDANCE	3,107	1,782	1,325	2,731	376	343	28	2	3
PSYCHOLOGICAL	396	193	203	367	29	23	3	3	---
LIBRARIANS/AUDIO-VISUAL	2,213	328	1,885	2,057	156	149	4	2	1
CONSULTANTS/SUPER OF INST	1,258	526	732	1,114	144	128	10	3	3
OTHER PROFESSIONALS	4,307	1,404	2,903	3,502	805	747	27	18	13
TEACHERS AIDES	9,888	461	9,427	6,956	2,932	2,639	258	18	17
TECHNICIANS	844	316	528	675	169	153	7	8	1
CLERICAL/SECRETARIAL	11,605	204	11,401	10,439	1,166	1,069	62	12	23
SERVICE WORKERS	28,798	13,274	15,524	22,616	6,182	5,897	197	21	67
SKILLED CRAFT	2,303	2,076	227	2,135	168	150	9	2	7
LABORERS, UNSKILLED	1,695	1,134	561	1,622	73	62	9	---	2
TOTAL, PART-TIME	23,329	4,601	18,728	21,815	1,514	1,212	183	19	100
PROFESSIONAL/INSTRUCTION	16,969	2,837	14,132	15,798	1,171	947	129	9	86
ALL OTHER	6,360	1,764	4,596	6,017	343	265	54	10	14
TOTAL, NEW HIRES	9,539	3,130	6,409	8,582	957	811	112	15	19
PROFESSIONAL STAFF	6,000	2,200	3,800	5,609	391	326	45	13	7
NON-PROFESSIONAL STAFF	3,539	930	2,609	2,973	566	485	67	2	12

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

MICHIGAN
NO. OF DISTRICTS (SAMPLED) -- 371
NO. OF SCHOOLS INCLUDED ---- 3,428

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME ST F	55,698	5,633	5,082	344	86	121	83,400	16,211	15,279	604	182	146
OFFICIALS/ADMIN/MANAGERS	2,022	88	81	4	2	1	216	36	35	1	---	---
PRINCIPALS	2,685	200	189	8	2	1	416	87	86	1	---	---
ASST PRINCIPALS, TEACH	84	1	1	---	---	---	11	---	---	---	---	---
ASST PRINCIPALS, N.T.	1,010	167	157	7	1	2	122	94	93	1	---	---
ELEMENTARY TEACHERS	6,044	595	545	30	11	9	28,549	4,039	3,825	102	70	42
SECONDARY TEACHERS	3,618	1,468	1,295	92	42	39	15,059	2,057	1,924	72	35	26
OTHER TEACHERS	1,451	200	185	7	3	5	3,597	612	585	9	13	5
GUIDANCE	1,638	144	122	20	---	2	1,093	232	221	8	2	1
PSYCHOLOGICAL	188	5	4	1	---	---	179	24	19	2	3	---
LIBRARIANS/AUDIO-VISUAL	315	13	11	1	1	---	1,742	143	138	3	1	1
CONSULTANTS/SUPER OF INST	475	51	41	6	2	2	639	93	87	4	1	1
OTHER PROFESSIONALS	1,149	255	232	15	5	3	2,353	550	515	12	13	10
TEACHERS AIDES	309	152	128	21	3	---	6,647	2,780	2,511	237	15	17
TECHNICIANS	257	59	50	4	5	---	418	110	103	3	3	1
CLERICAL/SECRETARIAL	144	60	58	1	1	---	10,295	1,106	1,011	61	11	23
SERVICE WORKERS	11,320	1,954	1,782	117	7	48	11,296	4,228	4,115	80	14	19
SKILLED CRAFT	1,914	162	147	7	1	7	221	6	3	2	1	---
LABORERS, UNSKILLED	1,075	59	54	3	---	2	547	14	8	6	---	---
TOTAL, PART-TIME	4,232	369	261	40	3	65	17,583	1,145	951	143	16	35
PROFESSIONAL/INSTRUCTION	2,548	289	211	15	1	62	13,250	882	736	114	8	24
ALL OTHER	1,684	80	50	25	2	3	4,333	263	215	29	8	11
TOTAL, NEW HIRES	2,876	254	209	39	3	3	5,706	703	602	73	12	16
PROFESSIONAL STAFF	2,092	108	89	15	2	2	3,517	283	237	30	11	5
NON-PROFESSIONAL STAFF	784	146	120	24	1	1	2,189	420	365	43	1	11

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MICHIGAN
NO. OF DISTRICTS (SAMPLED) -- 371
NO. OF SCHOOLS INCLUDED ---- 3,428

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	160,942	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	61,331	38.1	89.3	85.2	88.5	84.5	16.9	59.4	28.2	57.4	48.7	14.8	41.8	32.6	4.7	37.4	1.8	46.1	90.1	66.9
	F	99,611	61.9	10.7	14.8	11.5	15.5	83.1	40.6	71.8	42.6	51.3	85.2	58.2	67.4	95.3	62.6	98.2	53.9	9.9	33.1
WH*	T	139,098	86.4	94.7	91.6	99.0	81.3	88.2	91.7	86.2	87.9	92.7	92.9	88.6	81.3	70.3	80.0	89.9	78.5	92.7	95.7
	M	55,698	34.6	85.6	79.3	87.5	72.5	15.4	56.0	24.8	52.7	47.5	14.2	37.8	26.7	3.1	30.5	1.2	39.3	83.1	63.4
	F	83,400	51.8	9.1	12.3	11.5	8.8	72.8	35.7	61.4	35.2	45.2	78.7	50.8	54.6	67.2	49.5	88.7	39.2	9.6	32.3
MIN	T	21,844	13.6	5.2	8.5	1.0	18.7	11.8	8.4	13.8	12.1	7.4	7.1	11.5	18.7	29.6	20.0	10.0	21.5	7.3	4.3
	M	5,633	3.5	3.7	5.9	1.0	12.0	1.5	3.5	3.4	4.6	1.3	0.6	4.1	5.9	1.5	7.0	0.5	6.8	7.0	3.5
	F	16,211	10.1	1.5	2.6	---	6.7	10.3	4.9	10.4	7.5	6.1	6.5	7.4	12.8	28.1	13.0	9.5	14.7	0.3	0.8
BL*	T	20,361	12.7	4.9	8.1	1.0	18.0	11.2	7.7	13.2	11.0	5.8	6.7	10.2	17.4	26.7	18.1	9.2	20.5	6.5	3.7
	M	5,082	3.2	3.4	5.6	1.0	11.3	1.4	3.1	3.2	3.9	1.0	0.5	3.3	5.4	1.3	5.9	0.5	6.2	6.4	3.2
	F	15,279	9.5	1.5	2.5	---	6.7	9.8	4.6	10.0	7.1	4.8	6.2	6.9	12.0	25.4	12.2	8.7	14.3	0.1	0.5
HSP	T	948	0.6	0.2	0.2	---	0.6	0.4	0.4	0.3	0.9	0.8	0.1	0.8	0.6	2.6	0.9	0.5	0.7	0.4	0.6
	M	344	0.2	0.2	0.2	---	0.5	0.1	0.2	0.1	0.6	0.3	***	0.5	0.3	0.2	0.5	***	0.4	0.3	0.2
	F	604	0.4	***	***	---	0.1	0.3	0.2	0.2	0.3	0.5	0.1	0.3	0.3	2.4	0.4	0.5	0.3	0.1	0.4
AA@	T	268	0.2	0.1	0.1	---	0.1	0.2	0.2	0.3	0.1	0.8	---	0.3	0.4	0.2	1.0	0.1	---	---	---
	M	86	0.1	0.1	0.1	---	0.1	***	0.1	0.1	---	---	***	0.2	0.1	***	0.6	***	***	***	---
	F	182	0.1	---	---	---	---	0.2	0.1	0.2	0.1	0.8	***	0.1	0.3	0.2	0.4	0.1	***	***	---
IND	T	267	0.2	---	---	---	0.1	0.1	0.2	0.2	0.1	---	---	0.3	0.3	0.2	0.1	0.2	0.3	0.3	0.1
	M	121	0.1	***	***	---	0.1	***	0.1	0.1	0.1	---	---	0.2	0.1	---	---	---	0.2	0.3	0.1
	F	146	0.1	---	---	---	---	0.1	0.1	0.1	***	---	***	0.1	0.2	0.2	0.1	0.2	0.1	---	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

IV-64

MICHIGAN
NO. OF DISTRICTS (SAMPLED) — 371
NO. OF SCHOOLS INCLUDED ----- 3,428

RACE/ ETHNIC GROUP	TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	CTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT T	160,942	100.0	1.5	2.1	0.1	0.9	24.4	26.2	3.6	1.9	0.2	1.4	0.8	2.7	6.1	0.5	7.2	17.9	1.4	1.1
M	61,331	100.0	3.4	4.7	0.1	1.9	10.8	40.9	2.7	2.9	0.3	0.5	0.9	2.3	0.8	0.5	0.3	21.6	3.4	1.8
F	99,611	100.0	0.3	0.5	***	0.2	32.7	17.2	4.2	1.3	0.2	1.9	0.7	2.9	9.5	0.5	11.4	15.6	0.2	0.6
W* T	139,098	100.0	1.6	2.2	0.1	0.8	24.9	27.8	3.6	2.0	0.3	1.5	0.8	2.5	5.0	0.5	7.5	16.3	1.5	1.2
M	55,698	100.0	3.6	4.8	0.2	1.8	10.9	42.4	2.6	2.9	0.3	0.6	0.9	2.1	0.6	0.5	0.3	20.3	3.4	1.9
F	83,400	100.0	0.3	0.5	***	0.1	34.2	18.1	4.3	1.3	0.2	2.1	0.8	2.8	8.0	0.5	12.3	13.5	0.3	0.7
MIN T	21,844	100.0	0.6	1.3	***	1.2	21.2	16.1	3.7	1.7	0.1	0.7	0.7	3.7	13.4	0.8	5.3	28.3	0.8	0.3
M	5,633	100.0	1.6	3.6	***	3.0	10.6	26.1	3.6	2.6	0.1	0.2	0.9	4.5	2.7	1.0	1.1	34.7	2.9	1.0
F	16,211	100.0	0.2	0.5	---	0.6	24.9	12.7	3.8	1.4	0.1	0.9	0.6	3.4	17.1	0.7	6.8	26.1	***	0.1
BL* T	20,361	100.0	0.6	1.4	***	1.2	21.5	15.8	3.8	1.7	0.1	0.7	0.6	3.7	13.0	0.8	5.3	29.0	0.7	0.3
M	5,082	100.0	1.6	3.7	***	3.1	10.7	25.5	3.6	2.4	0.1	0.2	0.8	4.6	2.5	1.0	1.1	35.1	2.9	1.1
F	15,279	100.0	0.2	0.6	---	0.6	25.0	12.6	3.8	1.4	0.1	0.9	0.6	3.4	16.4	0.7	6.6	26.9	***	0.1
HSP T	948	100.0	0.5	0.9	---	0.8	13.9	17.3	1.7	3.0	0.3	0.4	1.1	2.8	27.2	0.7	6.5	20.8	0.9	0.9
M	344	100.0	1.2	2.3	---	2.0	8.7	26.7	2.0	5.8	0.3	0.3	1.7	4.4	6.1	1.2	0.3	34.0	2.0	0.9
F	604	100.0	0.2	0.2	---	0.2	16.9	11.9	1.5	1.3	0.3	0.5	0.7	2.0	39.2	0.5	10.1	13.2	0.3	1.0
AA# T	268	100.0	0.7	0.7	---	0.4	30.2	28.7	6.0	0.7	1.1	0.7	1.1	6.7	6.7	3.0	4.5	7.8	0.7	---
M	86	100.0	2.3	2.3	---	1.2	12.8	48.8	3.5	---	---	1.2	2.3	5.8	3.5	5.8	1.2	8.1	1.2	---
F	182	100.0	---	---	---	---	38.5	19.2	7.1	1.1	1.6	0.5	0.5	7.1	8.2	1.6	6.0	7.7	0.5	---
IND T	267	100.0	0.4	0.4	---	0.7	19.1	24.3	3.7	1.1	---	0.4	1.1	4.9	6.4	0.4	8.6	25.1	2.6	0.7
M	121	100.0	0.8	0.8	---	1.7	7.4	32.2	4.1	1.7	---	---	1.7	2.5	---	---	---	39.7	5.8	1.7
F	146	100.0	---	---	---	---	28.8	17.8	3.4	0.7	---	0.7	0.7	6.8	11.6	0.7	15.8	13.0	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

MINNESOTA
NO. OF DISTRICTS (SAMPLED) -- 191
NO. OF SCHOOLS INCLUDED ---- 1,238

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	71,837	32,600	39,237	70,647	1,190	731	95	104	260
OFFICIALS/ADMIN/MANAGERS	953	868	85	939	14	8	1	---	5
PRINCIPALS	1,518	1,407	111	1,500	18	13	---	3	2
ASST PRINCIPALS, TEACH	106	93	13	103	3	---	---	1	2
ASST PRINCIPALS, N.T.	396	354	42	372	24	21	---	1	2
ELEMENTARY TEACHERS	17,495	3,590	13,905	17,245	250	168	15	34	33
SECONDARY TEACHERS	22,450	15,080	7,370	22,187	263	164	38	24	37
OTHER TEACHERS	3,041	1,078	1,963	2,965	76	51	7	7	11
GUIDANCE	1,125	828	297	1,097	28	20	1	3	4
PSYCHOLOGICAL	150	95	55	147	3	1	---	2	---
LIBRARIANS/AUDIO-VISUAL	1,268	362	906	1,252	16	8	1	5	2
CONSULTANTS/SUPER OF INST	512	282	230	494	18	7	1	1	9
OTHER PROFESSIONALS	1,970	585	1,385	1,883	87	59	10	5	13
TEACHERS AIDES	3,809	184	3,625	3,593	216	128	6	4	78
TECHNICIANS	232	79	153	228	4	3	---	---	1
CLERICAL/SECRETARIAL	4,927	111	4,816	4,874	53	26	1	7	19
SERVICE WORKERS	10,396	6,324	4,072	10,294	102	47	13	5	37
SKILLED CRAFT	937	797	140	927	10	7	---	1	2
LABORERS, UNSKILLED	552	483	69	547	5	---	1	1	3
TOTAL, PART-TIME	12,286	2,349	9,937	12,160	126	53	7	29	37
PROFESSIONAL/INSTRUCTION	8,824	1,783	7,041	8,725	99	46	3	15	35
ALL OTHER	3,462	566	2,896	3,435	27	7	4	14	2
TOTAL, NEW HIRES	5,746	2,022	3,724	5,641	105	39	7	18	41
PROFESSIONAL STAFF	4,074	1,620	2,454	4,015	59	30	6	11	12
NON-PROFESSIONAL STAFF	1,672	402	1,270	1,626	46	9	1	7	29

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

MINNESOTA
NO. OF DISTRICTS (SAMPLED) -- 191
NO. OF SCHOOLS INCLUDED ---- 1,238

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	32,179	421	235	51	37	98	38,468	769	496	44	67	162
OFFICIALS/ADMIN/MANAGERS	857	11	5	1	---	5	82	3	3	---	---	---
PRINCIPALS	1,395	12	7	---	3	2	105	6	6	---	---	---
ASST PRINCIPALS, TEACH	90	3	---	---	1	2	13	---	---	---	---	---
ASST PRINCIPALS, N.T.	338	16	14	---	1	1	34	8	7	---	---	1
ELEMENTARY TEACHERS	3,552	38	25	3	2	8	13,693	212	143	12	32	25
SECONDARY TEACHERS	14,941	139	75	24	14	26	7,246	124	89	14	10	11
OTHER TEACHERS	1,058	20	10	3	---	7	1,907	56	41	4	7	4
GUIDANCE	815	13	10	---	1	2	282	15	10	1	2	2
PSYCHOLOGICAL	94	1	1	---	---	---	53	2	---	---	2	---
LIBRARIANS/AUDIO-VISUAL	355	7	1	1	4	1	897	9	7	---	1	1
CONSULTANTS/SUPER OF INST	274	8	3	---	---	5	220	10	4	1	1	4
OTHER PROFESSIONALS	543	42	22	8	3	9	1,340	45	37	2	2	4
TEACHERS AIDES	146	38	27	1	2	8	3,447	178	101	5	2	70
TECHNICIANS	77	2	1	---	---	1	151	2	2	---	---	---
CLERICAL/SECRETARIAL	106	5	---	1	4	---	4,768	48	26	---	3	19
SERVICE WORKERS	6,272	52	27	8	1	16	4,022	50	20	5	4	21
SKILLED CRAFT	787	10	7	---	1	2	140	---	---	---	---	---
LABORERS, UNSKILLED	479	4	---	1	---	3	68	1	---	---	1	---
TOTAL, PART-TIME	2,319	30	13	1	9	7	9,841	96	40	6	20	30
PROFESSIONAL/INSTRUCTION	1,762	21	12	---	2	7	6,963	78	34	3	13	28
ALL OTHER	557	9	1	1	7	---	2,878	18	6	3	7	2
TOTAL, NEW HIRES	1,984	38	14	3	7	14	3,657	67	25	4	11	27
PROFESSIONAL STAFF	1,596	24	11	3	4	6	2,419	35	19	3	7	6
NON-PROFESSIONAL STAFF	388	14	3	---	3	8	1,238	32	6	1	4	21

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MINNESOTA
NO. OF DISTRICTS (SAMPLED) -- 191
NO. OF SCHOOLS INCLUDED ---- 1,238

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	71,837	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	32,600	45.4	91.1	92.7	87.7	89.4	20.5	67.2	35.4	73.6	63.3	28.5	55.1	29.7	4.8	34.1	2.3	60.8	85.1	87.5
	F	39,237	54.6	8.9	7.3	12.3	10.6	79.5	32.8	64.6	26.4	36.7	71.5	44.9	70.3	95.2	65.9	97.7	39.2	14.9	12.5
WH*	T	70,647	98.3	98.5	98.8	97.2	94.0	98.6	98.9	97.5	97.5	98.0	98.7	96.5	95.6	94.3	98.3	99.0	99.0	98.9	99.1
	M	32,179	44.8	89.9	91.9	84.9	85.4	20.3	66.6	34.8	72.4	62.7	28.0	53.5	27.6	3.8	33.2	2.2	60.3	84.0	86.8
	F	38,468	53.5	8.6	6.9	12.3	8.6	78.3	32.3	62.7	25.1	35.3	70.7	43.0	68.0	90.5	65.1	96.8	38.7	14.9	12.3
MIN	T	1,190	1.7	1.5	1.2	2.8	6.0	1.4	1.2	2.5	2.5	2.0	1.3	3.6	4.4	5.7	1.8	1.1	1.0	1.1	0.9
	M	421	0.6	1.2	0.8	2.8	4.0	0.2	0.6	0.7	1.2	0.7	0.6	1.6	2.1	1.0	0.9	0.1	0.5	1.1	0.7
	F	769	1.1	0.3	0.4	---	2.0	1.2	0.6	1.8	1.3	1.3	0.7	2.0	2.3	4.7	0.9	1.0	0.5	---	0.2
BL*	T	731	1.0	0.8	0.9	---	5.3	0.9	0.7	1.6	1.8	0.7	0.7	1.4	3.0	3.4	1.3	0.5	0.5	0.7	---
	M	235	0.3	0.5	0.5	---	3.5	0.1	0.3	0.3	0.9	0.7	0.1	0.6	1.1	0.7	0.4	---	0.3	0.7	---
	F	496	0.7	0.3	0.4	---	1.8	0.8	0.4	1.3	0.9	---	0.6	0.8	1.9	2.7	0.9	0.5	0.2	---	---
HSP	T	95	0.1	0.1	---	---	---	0.1	0.2	0.2	0.1	---	0.1	0.2	0.5	0.1	---	---	0.1	---	0.2
	M	51	0.1	0.1	---	---	---	***	0.1	0.1	---	---	0.1	---	0.4	***	---	***	0.1	---	0.2
	F	44	0.1	---	---	---	---	0.1	0.1	0.1	0.1	---	---	0.2	0.1	0.1	---	---	***	---	---
AAB	T	104	0.1	---	0.2	0.9	0.3	0.2	0.1	0.2	0.3	1.3	0.4	0.2	0.3	0.2	---	0.2	---	0.1	0.2
	M	37	0.1	---	0.2	0.9	0.3	***	0.1	---	0.1	---	0.3	---	0.2	0.1	---	0.1	***	0.1	---
	F	67	0.1	---	---	---	---	0.2	***	0.2	0.2	1.3	0.1	0.2	0.1	0.1	---	0.1	***	---	0.2
IND	T	260	0.4	0.5	0.1	1.9	0.6	0.1	0.1	0.3	0.4	---	0.2	1.8	0.7	2.0	0.4	0.4	0.4	0.2	0.5
	M	98	0.1	0.5	0.1	1.9	0.3	***	0.1	0.2	0.2	---	0.1	1.0	0.5	0.2	0.4	---	0.2	0.2	0.5
	F	162	0.2	---	---	---	0.3	0.1	***	0.1	0.2	---	0.1	0.8	0.2	1.8	---	0.4	0.2	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MINNESOTA
NO. OF DISTRICTS (SAMPLED) -- 191
NO. OF SCHOOLS INCLUDED ---- 1,238

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	71,837	100.0	1.3	2.1	0.1	0.6	24.4	31.3	4.2	1.6	0.2	1.8	0.7	2.7	5.3	0.3	6.9	14.5	1.3	0.8
	M	32,600	100.0	2.7	4.3	0.3	1.1	11.0	46.3	3.3	2.5	0.3	1.1	0.9	1.8	0.6	0.2	0.3	19.4	2.4	1.5
	F	39,237	100.0	0.2	0.3	***	0.1	35.4	18.8	5.0	0.8	0.1	2.3	0.6	3.5	9.2	0.4	12.3	10.4	0.4	0.2
WH*	T	70,647	100.0	1.3	2.1	0.1	0.5	24.4	31.4	4.2	1.6	0.2	1.8	0.7	2.7	5.1	0.3	6.9	14.6	1.3	0.8
	M	32,179	100.0	2.7	4.3	0.3	1.1	11.0	46.4	3.3	2.5	0.3	1.1	0.9	1.7	0.5	0.2	0.3	19.5	2.4	1.5
	F	38,468	100.0	0.2	0.3	***	0.1	35.6	18.8	5.0	0.7	0.1	2.3	0.6	3.5	9.0	0.4	12.4	10.5	0.4	0.2
MIN	T	1,190	100.0	1.2	1.5	0.3	2.0	21.0	22.1	6.4	2.4	0.3	1.3	1.5	7.3	18.2	0.3	4.5	8.6	0.8	0.4
	M	421	100.0	2.6	2.9	0.7	3.8	9.0	33.0	4.8	3.1	0.2	1.7	1.9	10.0	9.0	0.5	1.2	12.4	2.4	1.0
	F	769	100.0	0.4	0.8	---	1.0	27.6	16.1	7.3	2.0	0.3	1.2	1.3	5.9	23.1	0.3	6.2	6.5	---	0.1
BL*	T	731	100.0	1.1	1.8	---	2.9	23.0	22.4	7.0	2.7	0.1	1.1	1.0	8.1	17.5	0.4	3.6	6.4	1.0	---
	M	235	100.0	2.1	3.0	---	6.0	10.6	31.9	4.3	4.3	0.4	0.4	1.3	9.4	11.5	0.4	---	11.5	3.0	---
	F	496	100.0	0.6	1.2	---	1.4	28.8	17.9	8.3	2.0	---	1.4	0.8	7.5	20.4	0.4	5.2	4.0	---	---
HSP	T	95	100.0	1.1	---	---	---	15.8	40.0	7.4	1.1	---	1.1	1.1	10.5	6.3	---	1.1	13.7	---	1.1
	M	51	100.0	2.0	---	---	---	5.9	47.1	5.9	---	---	2.0	---	15.7	2.0	---	2.0	15.7	---	2.0
	F	44	100.0	---	---	---	---	27.3	31.8	9.1	2.3	---	---	2.3	4.5	11.4	---	---	11.4	---	---
AA#	T	104	100.0	---	2.9	1.0	1.0	32.7	23.1	6.7	2.9	1.9	4.8	1.0	4.8	3.8	---	6.7	4.8	1.0	1.0
	M	37	100.0	---	8.1	2.7	2.7	5.4	37.8	---	2.7	---	10.8	---	8.1	5.4	---	10.8	2.7	2.7	---
	F	67	100.0	---	---	---	---	47.8	14.9	10.4	3.0	3.0	1.5	1.5	3.0	3.0	---	4.5	6.0	---	1.5
IND	T	260	100.0	1.9	0.8	0.8	0.8	12.7	14.2	4.2	1.5	---	0.8	3.5	5.0	30.0	0.4	7.3	14.2	0.8	1.2
	M	98	100.0	5.1	2.0	2.0	1.0	8.2	26.5	7.1	2.0	---	1.0	5.1	9.2	8.2	1.0	---	16.3	2.0	3.1
	F	162	100.0	---	---	---	0.6	15.4	6.8	2.5	1.2	---	0.6	2.5	2.5	43.2	---	11.7	13.0	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

MISSISSIPPI
NO. OF DISTRICTS (SAMPLED) -- 129
NO. OF SCHOOLS INCLUDED ---- 805

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	41,768	10,802	30,966	24,051	17,717	17,672	10	29	6
OFFICIALS/ADMIN/MANAGERS	373	306	67	315	58	58	---	---	---
PRINCIPALS	886	750	136	637	249	249	---	---	---
ASST PRINCIPALS, TEACH	303	259	44	179	124	124	---	---	---
ASST PRINCIPALS, N.T.	187	157	30	116	71	71	---	---	---
ELEMENTARY TEACHERS	12,334	1,016	11,318	7,058	5,276	5,264	2	9	1
SECONDARY TEACHERS	10,157	4,309	5,848	6,608	3,549	3,527	8	12	2
OTHER TEACHERS	860	156	704	545	315	313	---	2	---
GUIDANCE	492	224	268	332	160	160	---	---	---
PSYCHOLOGICAL	21	3	18	19	2	2	---	---	---
LIBRARIANS/AUDIO-VISUAL	695	28	667	479	216	214	---	2	---
CONSULTANTS/SUPER OF INST	326	79	247	222	104	104	---	---	---
OTHER PROFESSIONALS	440	117	323	347	93	92	---	1	---
TEACHERS AIDES	2,955	68	2,887	1,677	1,278	1,275	---	1	2
TECHNICIANS	181	59	122	102	79	79	---	---	---
CLERICAL/SECRETARIAL	1,681	18	1,663	1,329	352	352	---	---	---
SERVICE WORKERS	8,877	2,620	6,257	3,607	5,270	5,267	---	2	1
SKILLED CRAFT	320	300	20	239	81	81	---	---	---
LABORERS, UNSKILLED	680	333	347	240	440	440	---	---	---
TOTAL, PART-TIME	1,629	566	1,063	845	784	781	2	---	1
PROFESSIONAL/INSTRUCTION	1,154	424	730	482	672	672	---	---	---
ALL OTHER	475	142	333	363	112	109	2	---	1
TOTAL, NEW HIRES	3,880	963	2,917	2,641	1,239	1,227	1	7	4
PROFESSIONAL STAFF	2,691	680	2,011	2,045	646	639	1	4	2
NON-PROFESSIONAL STAFF	1,189	283	906	596	593	588	---	3	2

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

MISSISSIPPI
NO. OF DISTRICTS (SAMPLED) -- 129
NO. OF SCHOOLS INCLUDED ---- 805

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	6,027	4,775	4,757	6	11	1	18,024	12,942	12,915	4	18	5
OFFICIALS/ADMIN/MANAGERS	266	40	40	---	---	---	49	18	18	---	---	---
PRINCIPALS	537	213	213	---	---	---	100	36	36	---	---	---
ASST PRINCIPALS, TEACH	154	105	105	---	---	---	25	19	19	---	---	---
ASST PRINCIPALS, N.T.	95	62	62	---	---	---	21	9	9	---	---	---
ELEMENTARY TEACHERS	484	532	529	1	2	---	6,574	4,744	4,735	1	7	1
SECONDARY TEACHERS	2,772	1,537	1,525	5	6	1	3,836	2,012	2,002	3	6	1
OTHER TEACHERS	96	60	60	---	---	---	449	255	253	---	2	---
GUIDANCE	164	60	60	---	---	---	168	100	100	---	---	---
PSYCHOLOGICAL	3	---	---	---	---	---	16	2	2	---	---	---
LIBRARIANS/AUDIO-VISUAL	19	9	9	---	---	---	460	207	205	---	2	---
CONSULTANTS/SUPER OF INST	57	22	22	---	---	---	165	82	82	---	---	---
OTHER PROFESSIONALS	90	27	27	---	---	---	257	66	65	---	1	---
TEACHER AIDES	27	41	40	---	1	---	1,650	1,237	1,235	---	---	2
TECHNICIANS	25	34	34	---	---	---	77	45	45	---	---	---
CLERICAL/SECRETARIAL	7	11	11	---	---	---	1,322	341	341	---	---	---
SERVICE WORKERS	917	1,703	1,701	---	2	---	2,690	3,567	3,566	---	---	1
SKILLED CRAFT	220	80	80	---	---	---	19	1	1	---	---	---
LABORERS, UNSKILLED	94	239	239	---	---	---	146	201	201	---	---	---
TOTAL, PART-TIME	272	294	293	---	---	1	573	490	488	2	---	---
PROFESSIONAL/INSTRUCTION	174	250	250	---	---	---	308	422	422	---	---	---
ALL OTHER	98	44	43	---	---	1	265	68	66	2	---	---
TOTAL, NEW HIRES	651	312	307	---	3	2	1,990	927	920	1	4	2
PROFESSIONAL STAFF	527	153	152	---	---	1	1,518	493	487	1	4	1
NON-PROFESSIONAL STAFF	124	159	155	---	3	1	472	434	433	---	---	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MISSISSIPPI
NO. OF DISTRICTS (SAMPLED) -- 129
NO. OF SCHOOLS INCLUDED ---- 805

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST. PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	41,768	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	10,802	25.9	82.0	84.7	85.5	84.0	8.2	42.4	18.1	45.5	14.3	4.0	24.2	26.6	2.3	32.6	1.1	29.5	93.8	49.0
	F	30,966	74.1	18.0	15.3	14.5	16.0	91.8	57.6	81.9	54.5	85.7	96.0	75.8	73.4	97.7	67.4	98.9	70.5	6.3	51.0
WH*	T	24,051	57.6	84.4	71.9	59.1	62.0	57.2	65.1	63.4	67.4	90.5	68.9	68.1	78.9	56.7	56.3	79.0	40.6	74.7	35.3
	M	6,027	14.4	71.3	60.6	50.8	50.8	3.9	27.3	11.2	33.3	14.3	2.7	17.5	20.5	0.9	13.8	0.4	10.3	68.8	13.8
	F	18,024	43.2	13.1	11.3	8.3	11.2	53.3	37.8	52.2	34.1	76.2	66.2	50.6	58.4	55.8	42.5	78.6	30.3	5.9	21.5
MIN	T	17,717	42.4	15.5	28.1	41.0	38.0	42.8	34.9	36.7	32.5	9.5	31.1	31.9	21.1	43.3	43.7	21.0	59.4	25.3	64.7
	M	4,775	11.4	10.7	24.0	34.7	33.2	4.3	15.1	7.0	12.2	---	1.3	6.7	6.1	1.4	18.8	0.7	19.2	25.0	35.1
	F	12,942	31.0	4.8	4.1	6.3	4.8	38.5	19.8	29.7	20.3	9.5	29.8	25.2	15.0	41.9	24.9	20.3	40.2	0.3	29.6
BL*	T	17,672	42.3	15.5	28.1	41.0	38.0	42.7	34.7	36.4	32.5	9.5	30.8	31.9	20.9	43.2	43.7	21.0	59.4	25.3	64.7
	M	4,757	11.4	10.7	24.0	34.7	33.2	4.3	15.0	7.0	12.2	---	1.3	6.7	6.1	1.4	18.8	0.7	19.2	25.0	35.1
	F	12,915	30.9	4.8	4.1	6.3	4.8	38.4	19.7	29.4	20.3	9.5	29.5	25.2	14.8	41.8	24.9	20.3	40.2	0.3	29.6
HSP	T	10	***	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	M	6	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	---	---	---
	F	4	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	---	---	---
AA&	T	29	0.1	---	---	---	---	0.1	0.2	0.2	---	---	0.3	---	0.2	---	---	---	---	---	---
	M	11	***	---	---	---	---	***	0.1	---	---	---	---	---	---	***	---	---	***	---	---
	F	18	***	---	---	---	---	0.1	0.1	0.2	---	---	0.3	---	0.2	---	---	---	---	---	---
IND	T	6	***	---	---	---	---	---	---	---	---	---	---	---	---	0.1	---	---	---	---	---
	M	1	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	---	---	---
	F	5	***	---	---	---	---	***	***	---	---	---	---	---	---	0.1	---	---	***	---	---

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MISSISSIPPI
NO. OF DISTRICTS (SAMPLED) -- 129
NO. OF SCHOOLS INCLUDED ---- 805

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	41,768	100.0	0.9	2.1	0.7	0.4	29.5	24.3	2.1	1.2	0.1	1.7	0.8	1.1	7.1	0.4	4.0	21.2	0.8	1.6
	M	10,802	100.0	2.8	6.9	2.4	1.5	9.4	39.9	1.4	2.1	***	0.3	0.7	1.1	0.6	0.5	0.2	24.3	2.8	3.1
	F	30,966	100.0	0.2	0.4	0.1	0.1	36.5	18.9	2.3	0.9	0.1	2.2	0.8	1.0	9.3	0.4	5.4	20.2	0.1	1.1
WH*	T	24,051	100.0	1.3	2.6	0.7	0.5	29.3	27.5	2.3	1.4	0.1	2.0	0.9	1.4	7.0	0.4	5.5	15.0	1.0	1.0
	M	6,027	100.0	4.4	8.9	2.6	1.6	8.0	46.0	1.6	2.7	***	0.3	0.9	1.5	0.4	0.4	0.1	15.2	3.7	1.6
	F	18,024	100.0	0.3	0.6	0.1	0.1	36.5	21.3	2.5	0.9	0.1	2.6	0.9	1.4	9.2	0.4	7.3	14.9	0.1	0.8
MIN	T	17,717	100.0	0.3	1.4	0.7	0.4	29.8	20.0	1.8	0.9	***	1.2	0.6	0.5	7.2	0.4	2.0	29.7	0.5	2.5
	M	4,775	100.0	0.8	4.5	2.2	1.3	11.1	32.2	1.3	1.3	---	0.2	0.5	0.6	0.9	0.7	0.2	35.7	1.7	5.0
	F	12,942	100.0	0.1	0.3	0.1	0.1	36.7	15.5	2.0	0.8	***	1.6	0.6	0.5	9.6	0.3	2.6	27.6	***	1.6
BL*	T	17,672	100.0	0.3	1.4	0.7	0.4	29.8	20.0	1.8	0.9	***	1.2	0.6	0.5	7.2	0.4	2.0	29.8	0.5	2.5
	M	4,757	100.0	0.8	4.5	2.2	1.3	11.1	32.1	1.3	1.3	---	0.2	0.5	0.6	0.8	0.7	0.2	35.8	1.7	5.0
	F	12,915	100.0	0.1	0.3	0.1	0.1	36.7	15.5	2.0	0.8	***	1.6	0.6	0.5	9.6	0.3	2.6	27.6	***	1.6
HSP	T	10	100.0	---	---	---	---	20.0	80.0	---	---	---	---	---	---	---	---	---	---	---	---
	M	6	100.0	---	---	---	---	16.7	83.3	---	---	---	---	---	---	---	---	---	---	---	---
	F	4	100.0	---	---	---	---	25.0	75.0	---	---	---	---	---	---	---	---	---	---	---	---
AAB	T	29	100.0	---	---	---	---	31.0	41.4	6.9	---	---	6.9	---	3.4	3.4	---	---	6.9	---	---
	M	11	100.0	---	---	---	---	18.2	54.5	---	---	---	---	---	---	9.1	---	---	18.2	---	---
	F	18	100.0	---	---	---	---	38.9	33.3	11.1	---	---	11.1	---	5.6	---	---	---	---	---	---
IND	T	6	100.0	---	---	---	---	16.7	33.3	---	---	---	---	---	---	33.3	---	---	16.7	---	---
	M	1	100.0	---	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	---
	F	5	100.0	---	---	---	---	20.0	20.0	---	---	---	---	---	---	40.0	---	---	20.0	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

MISSOURI
NO. OF DISTRICTS (SAMPLED) — 191
NO. OF SCHOOLS INCLUDED ---- 1,486

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	78,491	27,046	51,445	69,811	8,680	8,285	178	102	115
OFFICIALS/ADMIN/MANAGERS	991	887	104	923	68	64	2	---	2
PRINCIPALS	1,817	1,591	226	1,649	168	160	3	---	5
ASST PRINCIPALS, TEACH	109	92	17	96	13	9	---	---	4
ASST PRINCIPALS, N.T.	668	514	154	559	109	106	1	1	1
ELEMENTARY TEACHERS	20,963	2,297	18,666	18,558	2,405	2,300	33	35	37
SECONDARY TEACHERS	20,617	10,604	10,013	19,166	1,451	1,304	80	34	33
OTHER TEACHERS	4,551	970	3,581	3,748	803	784	7	8	4
GUIDANCE	1,570	759	811	1,421	149	139	5	3	2
PSYCHOLOGICAL	82	24	58	61	21	19	2	---	---
LIBRARIANS/AUDIO-VISUAL	1,150	113	1,037	1,083	67	63	---	---	4
CONSULTANTS/SUPER OF INST	591	227	364	467	124	124	---	---	---
OTHER PROFESSIONALS	1,553	204	1,349	1,343	210	203	4	---	3
TEACHERS AIDES	3,093	231	2,862	2,479	614	600	8	4	2
TECHNICIANS	251	57	194	205	46	46	---	---	---
CLERICAL/SECRETARIAL	4,889	58	4,831	4,499	390	375	8	2	5
SERVICE WORKERS	13,281	6,641	6,640	11,420	1,861	1,815	22	15	9
SKILLED CRAFT	1,089	1,004	85	998	91	85	2	---	4
LABORERS, UNSKILLED	1,226	773	453	1,136	90	89	1	---	---
TOTAL, PART-TIME	8,444	2,207	6,237	7,780	664	639	8	13	4
PROFESSIONAL/INSTRUCTION	6,462	1,700	4,762	5,909	553	534	8	10	1
ALL OTHER	1,982	507	1,475	1,871	111	105	---	3	3
TOTAL, NEW HIRES	7,429	2,540	4,889	6,803	626	592	15	12	7
PROFESSIONAL STAFF	5,206	1,657	3,549	4,854	352	327	10	9	6
NON-PROFESSIONAL STAFF	2,223	883	1,340	1,949	274	265	5	3	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

MISSOURI
NO. OF DISTRICTS (SAMPLED) -- 191
NO. OF SCHOOLS INCLUDED ---- 1,486

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	24,416	2,630	2,471	76	29	54	45,395	6,050	5,814	102	73	61
OFFICIALS/ADMIN/MANAGERS	846	41	38	2	---	1	77	27	26	---	---	1
PRINCIPALS	1,477	114	110	3	---	1	172	54	50	---	---	4
ASST PRINCIPALS, TEACH	81	11	7	---	---	4	15	2	2	---	---	---
ASST PRINCIPALS, N.*	416	98	96	1	---	1	143	11	10	---	1	---
ELEMENTARY TEACHERS	2,045	252	234	4	5	9	16,513	2,153	2,066	29	30	28
SECONDARY TEACHERS	9,970	634	556	37	17	24	9,196	817	748	43	17	9
OTHER TEACHERS	862	108	102	2	1	3	2,886	695	682	5	7	1
GUIDANCE	723	36	30	4	---	2	698	113	109	1	3	---
PSYCHOLOGICAL	22	2	2	---	---	---	39	19	17	2	---	---
LIBRARIANS/AUDIO-VISUAL	108	5	4	---	---	1	975	62	59	---	---	3
CONSULTANTS/SUPER OF INST	209	18	18	---	---	---	258	106	106	---	---	---
OTHER PROFESSIONALS	170	34	33	1	---	---	1,173	176	170	3	---	3
TEACHERS AIDES	182	49	47	2	---	---	2,297	565	553	6	4	2
TECHNICIANS	52	5	5	---	---	---	153	41	41	---	---	---
CLERICAL/SECRETARIAL	43	15	15	---	---	---	4,456	375	360	8	2	5
SERVICE WORKERS	5,606	1,035	1,008	17	6	4	5,814	826	807	5	9	5
SKILLED CRAFT	915	89	83	2	---	4	83	2	2	---	---	---
LABORERS, UNSKILLED	689	84	83	1	---	---	447	6	6	---	---	---
TOTAL, PART-TIME	2,079	128	118	3	6	1	5,701	536	521	5	7	3
PROFESSIONAL/INSTRUCTION	1,593	107	100	3	3	1	4,316	446	434	5	7	---
ALL OTHER	486	21	18	---	3	---	1,385	90	87	---	---	3
TOTAL, NEW HIRES	2,338	202	185	11	4	2	4,465	424	407	4	8	5
PROFESSIONAL STAFF	1,576	81	68	8	3	2	3,278	271	259	2	6	4
NON-PROFESSIONAL STAFF	762	121	117	3	1	---	1,187	153	148	2	2	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MISSOURI
NO. OF DISTRICTS (SAMPLED) -- 191
NO. OF SCHOOLS INCLUDED ---- 1,486

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	78,491	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	27,046	34.5	89.5	87.6	84.4	76.9	11.0	51.4	21.3	48.3	29.3	9.8	38.4	13.1	7.5	22.7	1.2	50.0	92.2	63.1
	F	51,445	65.5	10.5	12.4	15.6	23.1	89.0	48.6	78.7	51.7	70.7	90.2	61.6	86.9	92.5	77.3	98.8	50.0	7.8	36.9
WH*	T	69,811	88.9	93.2	90.8	88.1	83.7	88.6	93.0	82.3	90.6	74.4	94.2	79.1	86.4	80.2	81.7	92.0	86.0	91.6	92.7
	M	24,416	31.1	85.4	81.3	74.3	62.3	9.8	48.4	18.9	46.1	26.8	9.4	35.4	10.9	5.9	20.7	0.9	42.2	84.0	56.2
	F	45,395	57.8	7.8	9.5	13.8	21.4	78.8	44.6	63.4	44.5	47.6	84.8	43.7	75.5	74.3	61.0	91.1	43.8	7.6	36.5
MIN	T	8,680	11.1	6.8	9.3	11.9	16.3	11.5	7.1	17.7	9.5	25.6	5.8	20.9	13.5	19.9	18.3	8.0	14.0	8.4	7.4
	M	2,630	3.4	4.1	6.3	10.1	14.7	1.2	3.1	2.4	2.3	2.4	0.4	3.0	2.2	1.6	2.0	0.3	7.8	8.2	6.9
	F	6,050	7.7	2.7	3.0	1.8	1.6	10.3	4.0	15.3	7.2	23.2	5.4	17.9	11.3	18.3	16.3	7.7	6.2	0.2	0.5
BL*	T	8,285	10.6	6.4	8.9	8.2	15.9	11.0	6.3	17.2	8.8	23.1	5.4	20.9	13.0	19.4	18.3	7.7	13.7	7.8	7.3
	M	2,471	3.1	3.8	5.1	6.4	14.4	1.1	2.7	2.2	1.9	2.4	0.3	3.0	2.1	1.5	2.0	0.3	7.6	7.6	6.8
	F	5,814	7.4	2.6	2.8	1.8	1.5	9.9	3.6	15.0	6.9	20.7	5.1	17.9	10.9	17.9	16.3	7.4	6.1	0.2	0.5
HSP	T	178	0.2	0.2	0.3	---	0.1	0.1	0.4	0.1	0.4	2.4	---	---	0.3	0.3	---	0.2	0.1	0.2	0.1
	M	76	0.1	0.2	0.2	---	0.1	***	0.2	***	0.3	---	---	---	0.1	0.1	---	---	0.1	0.2	0.1
	F	102	0.1	---	---	---	---	0.1	0.2	0.1	0.1	2.4	---	---	0.2	0.2	---	0.2	***	---	---
AAS	T	102	0.1	---	---	---	0.1	0.1	0.2	0.2	0.2	---	---	---	---	0.1	---	---	0.1	---	---
	M	29	***	---	---	---	---	***	0.1	***	---	---	---	---	---	---	---	---	***	---	---
	F	73	0.1	---	---	---	0.1	0.1	0.1	0.2	0.2	---	---	---	---	0.1	---	***	0.1	---	---
IND	T	115	0.1	0.2	0.3	3.7	0.1	0.1	0.1	0.1	0.1	---	0.4	---	0.2	0.1	---	0.1	---	0.4	---
	M	54	0.1	0.1	0.1	3.7	0.1	***	0.1	0.1	0.1	---	0.1	---	---	---	---	---	***	0.4	---
	F	61	0.1	0.1	0.2	---	---	0.1	***	***	---	---	0.3	---	0.2	0.1	---	0.1	***	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MISSOURI
NO. OF DISTRICTS (SAMPLED) — 191
NO. OF SCHOOLS INCLUDED ——— 1,486

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	78,491	100.0	1.3	2.3	0.1	0.9	26.7	26.3	5.8	2.0	0.1	1.5	0.8	2.0	3.9	0.3	6.2	16.9	1.4	1.6
	M	27,046	100.0	3.3	5.9	0.3	1.9	8.5	39.2	3.6	2.8	0.1	0.4	0.8	0.8	0.9	0.2	0.2	24.6	3.7	2.9
	F	51,445	100.0	0.2	0.4	***	0.3	36.3	19.5	7.0	1.6	0.1	2.0	0.7	2.6	5.6	0.4	9.4	12.5	0.2	0.9
WH*	T	69,811	100.0	1.3	2.4	0.1	0.8	26.6	27.5	5.4	2.0	0.1	1.6	0.7	1.9	3.6	0.3	6.4	16.4	1.4	1.6
	M	24,416	100.0	3.5	6.0	0.3	1.7	8.4	40.8	3.5	3.0	0.1	0.4	0.9	0.7	0.7	0.2	0.2	23.0	3.7	2.8
	F	45,395	100.0	0.2	0.4	***	0.3	36.4	20.3	6.4	1.5	0.1	2.1	0.6	2.6	5.1	0.3	9.8	12.8	0.2	1.0
MIN	T	8,680	100.0	0.8	1.9	0.1	1.3	27.7	16.7	9.3	1.7	0.2	0.8	1.4	2.4	7.1	0.5	4.5	21.4	1.0	1.0
	M	2,630	100.0	1.6	4.3	0.4	3.7	9.6	24.1	4.1	1.4	0.1	0.2	0.7	1.3	1.9	0.2	0.6	39.4	3.4	3.2
	F	6,050	100.0	0.4	0.9	***	0.2	35.6	13.5	11.5	1.9	0.3	1.0	1.8	2.9	9.3	0.7	6.2	13.7	***	0.1
BL*	T	8,285	100.0	0.8	1.9	0.1	1.3	27.8	15.7	9.5	1.7	0.2	0.8	1.5	2.5	7.2	0.6	4.5	21.9	1.0	1.1
	M	2,471	100.0	1.5	4.5	0.3	3.9	9.5	22.5	4.1	1.2	0.1	0.2	0.7	1.3	1.9	0.2	0.6	40.8	3.4	3.4
	F	5,814	100.0	0.4	0.9	***	0.2	35.5	12.9	11.7	1.9	0.3	1.0	1.8	2.9	9.5	0.7	6.2	13.9	***	0.1
HSP	T	178	100.0	1.1	1.7	---	0.6	18.5	44.9	3.9	2.8	1.1	---	---	2.2	4.5	---	4.5	12.4	1.1	0.6
	M	76	100.0	2.6	3.9	---	1.3	5.3	48.7	2.6	5.3	---	---	---	1.3	2.6	---	---	22.4	2.6	1.3
	F	102	100.0	---	---	---	---	28.4	42.2	4.9	1.0	2.0	---	---	2.9	5.9	---	7.8	4.9	---	---
AA@	T	102	100.0	---	---	---	1.0	34.3	33.3	7.8	2.9	---	---	---	---	3.9	---	2.0	14.7	---	---
	M	29	100.0	---	---	---	---	17.2	58.6	3.4	---	---	---	---	---	---	---	---	20.7	---	---
	F	73	100.0	---	---	---	1.4	41.1	23.3	9.6	4.1	---	---	---	---	5.5	---	2.7	12.3	---	---
IND	T	115	100.0	1.7	4.3	3.5	0.9	32.2	28.7	3.5	1.7	---	3.5	---	2.6	1.7	---	4.3	7.8	3.5	---
	M	54	100.0	1.9	1.9	7.4	1.9	16.7	44.4	5.6	3.7	---	1.9	---	---	---	---	---	7.4	7.4	---
	F	61	100.0	1.6	6.6	---	---	45.9	14.8	1.6	---	---	4.9	---	4.9	3.3	---	8.2	8.2	---	---

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

MONTANA
NO. OF DISTRICTS (SAMPLED) -- 37
NO. OF SCHOOLS INCLUDED ---- 188

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	10,861	4,336	6,528	10,369	495	6	18	28	443
OFFICIALS/ADMIN/MANAGERS	184	173	11	177	7	---	---	---	7
PRINCIPALS	303	281	22	296	7	---	---	---	7
ASST PRINCIPALS, TEACH	31	29	2	31	---	---	---	---	---
ASST PRINCIPALS, N.T.	76	57	19	55	21	---	---	7	14
ELEMENTARY TEACHERS	4,030	1,040	2,990	3,971	59	2	6	13	38
SECONDARY TEACHERS	2,041	1,375	666	2,032	9	1	2	---	6
OTHER TEACHERS	443	156	287	419	24	1	1	---	22
GUIDANCE	182	115	67	178	4	---	1	---	3
PSYCHOLOGICAL	51	27	24	51	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	192	20	172	190	2	---	2	---	---
CONSULTANTS/SUPER OF INST	35	15	20	35	---	---	---	---	---
OTHER PROFESSIONALS	264	85	179	223	41	---	---	1	40
TEACHERS AIDES	752	60	692	596	156	2	5	1	148
TECHNICIANS	82	35	47	66	16	---	---	1	15
CLERICAL/SECRETARIAL	638	16	622	594	44	---	---	---	44
SERVICE WORKERS	1,330	674	656	1,226	104	---	1	5	98
SKILLED CRAFT	125	107	18	124	1	---	---	---	1
LABORERS, UNSKILLED	105	71	34	105	---	---	---	---	---
TOTAL, PART-TIME	1,900	566	1,334	1,865	35	1	10	3	21
PROFESSIONAL/INSTRUCTION	1,011	170	841	979	32	1	9	1	21
ALL OTHER	889	396	493	886	3	---	1	2	---
TOTAL, NEW HIRES	1,595	455	1,140	1,481	114	1	4	15	94
PROFESSIONAL STAFF	1,049	360	689	1,032	17	1	1	12	3
NON-PROFESSIONAL STAFF	546	95	451	449	97	---	3	3	91

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

MONTANA
NO. OF DISTRICTS (SAMPLED) -- 37
NO. OF SCHOOLS INCLUDED ----- 188

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	4,152	184	1	7	12	164	6,217	311	5	11	16	279
OFFICIALS/ADMIN/MANAGERS	166	7	---	---	---	7	11	---	---	---	---	---
PRINCIPALS	274	7	---	---	---	7	22	---	---	---	---	---
ASST PRINCIPALS, TEACH	29	---	---	---	---	---	2	---	---	---	---	---
ASST PRINCIPALS, N.T.	43	14	---	---	7	7	12	7	---	---	---	7
ELEMENTARY TEACHERS	1,020	20	---	2	4	14	2,951	39	2	4	9	24
SECONDARY TEACHERS	1,370	5	---	2	---	3	662	4	1	---	---	3
OTHER TEACHERS	156	---	---	---	---	---	263	24	1	1	---	22
GUIDANCE	112	3	---	1	---	2	66	1	---	---	---	1
PSYCHOLOGICAL	27	---	---	---	---	---	24	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	19	1	---	1	---	---	171	1	---	1	---	---
CONSULTANTS/SUPER OF INST	15	---	---	---	---	---	20	---	---	---	---	---
OTHER PROFESSIONALS	59	26	---	---	---	26	164	15	---	---	1	14
TEACHERS AIDES	38	22	1	---	1	20	558	134	1	5	---	128
TECHNICIANS	21	14	---	---	---	14	45	2	---	---	1	1
CLERICAL/SECRETARIAL	9	7	---	---	---	7	585	37	---	---	---	37
SERVICE WORKERS	617	57	---	1	---	56	609	47	---	---	5	42
SKILLED CRAFT	106	1	---	---	---	1	18	---	---	---	---	---
LABORERS, UNSKILLED	71	---	---	---	---	---	34	---	---	---	---	---
TOTAL, PART-TIME	562	4	---	1	2	1	1,303	31	1	9	1	20
PROFESSIONAL/INSTRUCTION	168	2	---	1	---	1	811	30	1	8	1	20
ALL OTHER	394	2	---	---	2	---	492	1	---	1	---	---
TOTAL, NEW HIRES	443	12	---	1	8	3	1,038	102	1	3	7	91
PROFESSIONAL STAFF	350	10	---	---	8	2	682	7	1	1	4	1
NON-PROFESSIONAL STAFF	93	2	---	1	---	1	356	95	---	2	3	90

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

YABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MONTANA
NO. OF DISTRICTS (SAMPLED) -- 37
NO. OF SCHOOLS INCLUDED ---- 188

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	10,864	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	4,336	39.9	94.0	92.7	93.5	75.0	25.8	67.4	35.2	63.2	52.9	10.4	42.9	32.2	8.0	42.7	2.5	50.7	85.6	67.6
	F	6,528	60.1	6.0	7.3	6.5	25.0	74.2	32.6	64.8	36.8	47.1	89.6	57.1	67.8	92.0	57.3	97.5	49.3	14.4	32.4
WH*	T	10,369	95.4	96.2	97.7	100.0	72.4	98.5	99.5	94.6	97.8	100.0	99.0	100.0	84.4	79.3	80.5	92.1	92.2	99.2	100.0
	M	4,152	38.2	90.2	90.4	93.5	56.6	25.3	67.1	35.2	61.5	52.9	9.9	42.9	22.3	5.1	25.6	1.4	46.4	84.8	67.6
	F	6,217	57.2	6.0	7.3	6.5	15.8	73.2	32.4	59.4	36.3	47.1	89.1	57.1	62.1	74.2	54.9	91.7	45.8	14.4	32.4
MIN	T	495	4.6	3.8	2.3	---	27.6	1.5	0.4	5.4	2.1	---	1.0	---	15.5	20.7	19.5	6.9	7.8	0.8	---
	M	184	1.7	3.8	2.3	---	18.4	0.5	0.2	---	1.6	---	0.5	---	9.8	2.9	17.1	1.1	4.3	0.8	---
	F	311	2.9	---	---	---	9.2	1.0	0.2	5.4	0.5	---	0.5	---	5.7	17.8	2.4	5.8	3.5	---	---
BL*	T	6	0.1	---	---	---	---	---	---	0.2	---	---	---	---	---	0.2	---	---	---	---	---
	M	1	***	---	---	---	---	---	---	---	---	---	---	---	---	0.1	---	---	---	---	---
	F	5	***	---	---	---	---	***	***	0.2	---	---	---	---	---	0.1	---	---	---	---	---
HSP	T	18	0.2	---	---	---	---	0.1	0.1	0.2	0.5	---	1.0	---	---	0.7	---	---	0.1	---	---
	M	7	0.1	---	---	---	---	***	0.1	---	0.5	---	0.5	---	---	---	---	---	0.1	---	---
	F	11	0.1	---	---	---	---	0.1	---	0.2	---	---	0.5	---	---	0.7	---	---	---	---	---
AAB	T	28	0.3	---	---	---	9.2	0.3	---	---	---	---	---	---	0.4	0.1	1.2	---	0.4	---	---
	M	12	0.1	---	---	---	9.2	0.1	---	---	---	---	---	---	---	0.1	---	---	---	---	---
	F	16	0.1	---	---	---	---	0.2	---	---	---	---	---	---	0.4	---	1.2	---	0.4	---	---
IND	T	443	4.1	3.8	2.3	---	18.4	0.9	0.2	5.0	1.6	---	---	---	15.1	19.7	18.3	6.9	7.4	0.8	---
	M	164	1.5	3.8	2.3	---	9.2	0.3	0.1	---	1.1	---	---	---	9.8	2.7	17.1	1.1	4.2	0.8	---
	F	279	2.6	---	---	---	9.2	0.6	0.1	5.0	0.5	---	---	---	5.3	17.0	1.2	5.8	3.2	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

MONTANA
NO. OF DISTRICTS (SAMPLED) -- 37
NO. OF SCHOOLS INCLUDED ----- 188

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	10,864	100.0	1.7	2.8	0.3	0.7	37.1	18.8	4.1	1.7	0.5	1.8	0.3	2.4	6.9	0.8	5.9	12.2	1.2	1.0
	M	4,336	100.0	4.0	6.5	0.7	1.3	24.0	31.7	3.6	2.7	0.6	0.5	0.3	2.0	1.4	0.8	0.4	15.5	2.5	1.6
	F	6,528	100.0	0.2	0.3	***	0.3	45.8	10.2	4.4	1.0	0.4	2.6	0.3	2.7	10.6	0.7	9.5	10.0	0.3	0.5
W*	T	10,369	100.0	1.7	2.9	0.3	0.5	38.3	19.6	4.0	1.7	0.5	1.8	0.3	2.2	5.7	0.6	5.7	11.8	1.2	1.0
	M	4,152	100.0	4.0	6.6	0.7	1.0	24.6	33.0	3.8	2.7	0.7	0.5	0.4	1.4	0.9	0.5	0.2	14.9	2.6	1.7
	F	6,217	100.0	0.2	0.4	***	0.2	47.5	10.6	4.2	1.1	0.4	2.8	0.3	2.6	9.0	0.7	9.4	9.8	0.3	0.5
MIN	T	495	100.0	1.4	1.4	---	4.2	11.9	1.8	4.8	0.8	---	0.4	---	8.3	31.5	3.2	8.9	21.0	0.2	---
	M	184	100.0	3.8	3.8	---	7.6	10.9	2.7	---	1.6	---	0.5	---	14.1	12.0	7.6	3.8	31.0	0.5	---
	F	311	100.0	---	---	---	2.3	12.5	1.3	7.7	0.3	---	0.3	---	4.8	43.1	0.6	11.9	15.1	---	---
BL*	T	6	100.0	---	---	---	---	33.3	16.7	16.7	---	---	---	---	---	33.3	---	---	---	---	---
	M	1	100.0	---	---	---	---	---	---	---	---	---	---	---	---	100.0	---	---	---	---	---
	F	5	100.0	---	---	---	---	40.0	20.0	20.0	---	---	---	---	---	20.0	---	---	---	---	---
HSP	T	18	100.0	---	---	---	---	33.3	11.1	5.6	5.6	---	11.1	---	---	27.8	---	---	5.6	---	---
	M	7	100.0	---	---	---	---	28.6	28.6	---	14.3	---	14.3	---	---	---	---	---	14.3	---	---
	F	11	100.0	---	---	---	---	36.4	---	9.1	---	---	9.1	---	---	45.5	---	---	---	---	---
AAS	T	28	100.0	---	---	---	25.0	46.4	---	---	---	---	---	---	3.6	3.6	3.6	---	17.9	---	---
	M	12	100.0	---	---	---	58.3	33.3	---	---	---	---	---	---	---	8.3	---	---	---	---	---
	F	16	100.0	---	---	---	---	56.3	---	---	---	---	---	---	6.3	---	6.3	---	31.3	---	---
IND	T	443	100.0	1.6	1.6	---	3.2	8.6	1.4	5.0	0.7	---	---	---	9.0	33.4	3.4	9.9	22.1	0.2	---
	M	164	100.0	4.3	4.3	---	4.3	8.5	1.8	---	1.2	---	---	---	15.9	12.2	8.5	4.3	34.1	0.6	---
	F	279	100.0	---	---	---	2.5	8.6	1.1	7.9	0.4	---	---	---	5.0	45.9	0.4	13.3	15.1	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

NEBRASKA
NO. OF DISTRICTS (SAMPLED) -- 65
NO. OF SCHOOLS INCLUDED ---- 435

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	23,268	8,674	14,594	22,463	805	652	102	37	14
OFFICIALS/ADMIN/MANAGERS	367	350	17	365	2	2	---	---	---
PRINCIPALS	630	537	93	617	13	13	---	---	---
ASST PRINCIPALS, TEACH	24	22	2	24	---	---	---	---	---
ASST PRINCIPALS, N.T.	160	137	23	143	17	16	1	---	---
ELEMENTARY TEACHERS	6,510	694	5,816	6,317	193	166	20	6	1
SECONDARY TEACHERS	7,390	4,199	3,191	7,218	172	117	31	14	10
OTHER TEACHERS	372	95	277	361	11	9	---	2	---
GUIDANCE	448	303	145	435	13	11	2	---	---
PSYCHOLOGICAL	61	31	30	60	1	---	---	1	---
LIBRARIANS/AUDIO-VISUAL	442	49	393	438	4	2	2	---	---
CONSULTANTS/SUPER OF INST	134	52	82	124	10	9	1	---	---
OTHER PROFESSIONALS	417	95	322	396	21	19	---	1	1
TEACHERS AIDES	1,110	48	1,062	995	115	95	12	7	1
TECHNICIANS	94	65	29	92	2	1	---	1	---
CLERICAL/SECRETARIAL	1,336	5	1,331	1,287	49	44	4	1	---
SERVICE WORKERS	3,327	1,704	1,623	3,156	171	137	29	4	1
SKILLED CRAFT	245	194	51	234	11	11	---	---	---
LABORERS, UNSKILLED	201	94	107	201	---	---	---	---	---
TOTAL, PART-TIME	4,602	938	3,664	4,361	241	204	34	---	3
PROFESSIONAL/INSTRUCTION	3,721	743	2,978	3,498	223	196	24	---	3
ALL OTHER	881	195	686	863	18	8	10	---	---
TOTAL, NEW HIRES	2,967	1,020	1,947	2,850	117	78	20	17	2
PROFESSIONAL STAFF	2,153	828	1,325	2,082	71	56	7	7	1
NON-PROFESSIONAL STAFF	814	192	622	768	46	22	13	10	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

NEBRASKA
NO. OF DISTRICTS (SAMPLED) — 65
NO. OF SCHOOLS INCLUDED —— 435

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	8,453	221	165	37	9	10	14,010	584	487	65	28	4
OFFICIALS/ADMIN/MANAGERS	349	1	1	---	---	---	16	1	1	---	---	---
PRINCIPALS	532	5	5	---	---	---	85	8	8	---	---	---
ASST PRINCIPALS, TEACH	22	---	---	---	---	---	2	---	---	---	---	---
ASST PRINCIPALS, N.T.	128	9	9	---	---	---	15	8	7	1	---	---
ELEMENTARY TEACHERS	663	31	26	4	1	---	5,654	162	140	16	5	1
SECONDARY TEACHERS	4,125	74	47	16	2	9	3,093	98	70	15	12	1
OTHER TEACHERS	93	2	2	---	---	---	268	9	7	---	2	---
GUIDANCE	299	4	2	2	---	---	136	9	9	---	---	---
PSYCHOLOGICAL	31	---	---	---	---	---	29	1	---	---	1	---
LIBRARIANS/AUDIO-VISUAL	49	---	---	---	---	---	389	4	2	2	---	---
CONSULTANTS/SUPER OF INST	51	1	---	1	---	---	73	9	9	---	---	---
OTHER PROFESSIONALS	87	8	7	---	---	1	309	13	12	---	1	---
TEACHERS AIDES	42	6	4	---	2	---	953	109	91	12	5	1
TECHNICIANS	64	1	---	---	1	---	28	1	1	---	---	---
CLERICAL/SECRETARIAL	5	---	---	---	---	---	1,282	49	44	4	1	---
SERVICE WORKERS	1,629	75	58	14	3	---	1,527	96	79	15	1	1
SKILLED CRAFT	190	4	4	---	---	---	44	7	7	---	---	---
LABORERS, UNSKILLED	94	---	---	---	---	---	107	---	---	---	---	---
TOTAL, PART-TIME	873	65	60	4	---	1	3,488	176	144	30	---	2
PROFESSIONAL/INSTRUCTION	680	63	58	4	---	1	2,818	160	138	20	---	2
ALL OTHER	193	2	2	---	---	---	670	16	6	10	---	---
TOTAL, NEW HIRES	982	38	26	5	6	1	1,868	79	52	15	11	1
PROFESSIONAL STAFF	801	27	22	2	2	1	1,281	44	34	5	5	---
NON-PROFESSIONAL STAFF	181	11	4	3	4	---	587	35	18	10	6	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEBRASKA
NO. OF DISTRICTS (SAMPLED) -- 65
NO. OF SCHOOLS INCLUDED ---- 435

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	23,268	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	8,674	37.3	95.4	85.2	91.7	85.6	10.7	56.8	25.5	61.6	50.8	11.1	38.8	22.8	4.3	69.1	0.4	51.2	79.2	46.8
	F	14,594	62.7	4.6	14.8	8.3	14.4	89.3	43.2	74.5	32.4	49.2	88.9	61.2	77.2	95.7	30.9	99.6	48.8	20.8	53.2
WH*	T	22,463	96.5	99.5	97.9	100.0	89.4	97.1	97.7	97.0	97.1	98.3	99.1	92.6	95.0	89.7	97.9	96.4	94.9	95.6	100.0
	M	8,453	36.3	95.1	84.4	91.7	80.0	10.2	55.8	25.0	66.7	50.8	11.1	38.1	20.9	3.8	68.1	0.4	49.0	77.6	46.8
	F	14,010	60.2	4.4	13.5	8.3	9.4	86.9	41.9	72.0	30.4	47.5	88.0	54.5	74.1	85.9	29.8	96.0	45.9	18.0	53.2
MIN	T	805	3.5	0.6	2.1	---	10.6	3.0	2.3	2.9	2.9	1.6	0.9	7.4	5.0	10.3	2.2	3.7	5.2	4.5	---
	M	221	0.9	0.3	0.8	---	5.6	0.5	1.0	0.5	0.9	---	---	0.7	1.9	0.5	1.1	---	2.3	1.6	---
	F	584	2.5	0.3	1.3	---	5.0	2.5	1.3	2.4	2.0	1.6	0.9	6.7	3.1	9.8	1.1	3.7	2.9	2.9	---
BL*	T	652	2.8	0.6	2.1	---	10.0	2.6	1.5	2.4	2.4	---	0.5	6.7	4.6	8.6	1.1	3.3	4.1	4.5	---
	M	165	0.7	0.3	0.8	---	5.6	0.4	0.6	0.5	0.4	---	---	---	1.7	0.4	---	---	1.7	1.6	---
	F	487	2.1	0.3	1.3	---	4.4	2.2	0.9	1.9	2.0	---	0.5	6.7	2.9	8.2	1.1	3.3	2.4	2.9	---
HSP	T	102	0.4	---	---	---	0.6	0.3	0.4	---	0.4	---	0.5	0.7	---	1.1	---	0.3	0.9	---	---
	M	37	0.2	---	---	---	---	0.1	0.2	---	0.4	---	---	0.7	---	---	---	---	0.4	---	---
	F	65	0.3	---	---	---	0.6	0.2	0.2	---	---	---	0.5	---	---	1.1	---	0.3	0.5	---	---
AA@	T	37	0.2	---	---	---	---	0.1	0.2	0.5	---	1.6	---	---	0.2	0.7	1.1	0.1	0.1	---	---
	M	9	***	---	---	---	---	***	***	---	---	---	---	---	---	0.2	1.1	---	0.1	---	---
	F	28	0.1	---	---	---	---	0.1	0.2	0.5	---	1.6	---	---	0.2	0.5	---	0.1	***	---	---
IND	T	14	0.1	---	---	---	---	---	0.1	---	---	---	---	---	0.2	0.1	---	---	---	---	---
	M	10	***	---	---	---	---	---	0.1	---	---	---	---	---	0.2	---	---	---	---	---	---
	F	4	***	---	---	---	---	***	***	---	---	---	---	---	---	0.1	---	---	***	---	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEBRASKA
NO. OF DISTRICTS (SAMPLED) — 65
NO. OF SCHOOLS INCLUDED ——— 435

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	23,268	100.0	1.6	2.7	0.1	0.7	28.0	31.8	1.6	1.9	0.3	1.9	0.6	1.8	4.8	0.4	5.7	14.3	1.1	0.9
	M	8,674	100.0	4.0	6.2	0.3	1.6	8.0	48.4	1.1	3.5	0.4	0.6	0.6	1.1	0.6	0.7	0.1	19.6	2.2	1.1
	F	14,594	100.0	0.1	0.6	***	0.2	39.9	21.9	1.9	1.0	0.2	2.7	0.6	2.2	7.3	0.2	9.1	11.1	0.3	0.7
WH*	T	22,463	100.0	1.6	2.7	0.1	0.6	28.1	32.1	1.6	1.9	0.3	1.9	0.6	1.8	4.4	0.4	5.7	14.0	1.0	0.9
	M	8,453	100.0	4.1	6.3	0.3	1.5	7.8	48.8	1.1	3.5	0.4	0.6	0.6	1.0	0.5	0.8	0.1	19.3	2.2	1.1
	F	14,010	100.0	0.1	0.6	***	0.1	40.4	22.1	1.9	1.0	0.2	2.8	0.5	2.2	6.8	0.2	9.2	10.9	0.3	0.8
MIN	T	805	100.0	0.2	1.6	---	2.1	24.0	21.4	1.4	1.6	0.1	0.5	1.2	2.6	14.3	0.2	6.1	21.2	1.4	---
	M	221	100.0	0.5	2.3	---	4.1	14.0	33.5	0.9	1.8	---	---	0.5	3.6	2.7	0.5	---	33.9	1.8	---
	F	584	100.0	0.2	1.4	---	1.4	27.7	16.8	1.5	1.5	0.2	0.7	1.5	2.2	18.7	0.2	8.4	16.4	1.2	---
BL*	T	652	100.0	0.3	2.0	---	2.5	25.5	17.9	1.4	1.7	---	0.3	1.4	2.9	14.6	0.2	6.7	21.0	1.7	---
	M	165	100.0	0.6	3.0	---	5.5	15.8	28.5	1.2	1.2	---	---	---	4.2	2.4	---	---	35.2	2.4	---
	F	487	100.0	0.2	1.6	---	1.4	28.7	14.4	1.4	1.8	---	0.4	1.8	2.5	18.7	0.2	9.0	16.2	1.4	---
HSP	T	102	100.0	---	---	---	1.0	19.6	30.4	---	2.0	---	2.0	1.0	---	11.8	---	3.9	28.4	---	---
	M	37	100.0	---	---	---	---	10.8	43.2	---	5.4	---	---	2.7	---	---	---	---	37.8	---	---
	F	65	100.0	---	---	---	1.5	24.6	23.1	---	---	---	3.1	---	---	18.5	---	6.2	23.1	---	---
AAB	T	37	100.0	---	---	---	---	16.2	37.8	5.4	---	2.7	---	---	2.7	18.9	2.7	2.7	10.8	---	---
	M	9	100.0	---	---	---	---	11.1	22.2	---	---	---	---	---	---	22.2	11.1	---	33.3	---	---
	F	28	100.0	---	---	---	---	17.9	42.9	7.1	---	3.6	---	---	3.6	17.9	---	3.6	3.6	---	---
IND	T	14	100.0	---	---	---	---	7.1	71.4	---	---	---	---	---	7.1	7.1	---	---	7.1	---	---
	M	10	100.0	---	---	---	---	---	90.0	---	---	---	---	---	10.0	---	---	---	---	---	---
	F	4	100.0	---	---	---	---	25.0	25.0	---	---	---	---	---	---	25.0	---	---	25.0	---	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

NEVADA
NO. OF DISTRICTS (SAMPLED) — 11
NO. OF SCHOOLS INCLUDED ——— 227

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	10,619	4,423	6,196	9,401	1,218	764	295	64	95
OFFICIALS/ADMIN/MANAGERS	180	147	33	173	7	6	1	—	—
PRINCIPALS	217	205	12	200	17	9	6	—	2
ASST PRINCIPALS, TEACH	4	3	1	4	—	—	—	—	—
ASST PRINCIPALS, N.T.	95	87	8	90	5	4	1	—	—
ELEMENTARY TEACHERS	2,636	541	2,095	2,419	217	154	45	14	4
SECONDARY TEACHERS	2,598	1,524	1,074	2,401	197	112	59	19	7
OTHER TEACHERS	680	188	492	614	66	39	21	4	2
GUIDANCE	232	132	100	211	21	14	5	2	—
PSYCHOLOGICAL	44	24	20	42	2	1	1	—	—
LIBRARIANS/AUDIO-VISUAL	142	34	108	135	7	5	2	—	—
CONSULTANTS/SUPER OF INST	42	16	26	35	7	4	2	—	1
OTHER PROFESSIONALS	220	61	159	158	62	47	15	—	—
TEACHERS AIDES	604	31	573	494	110	47	21	5	37
TECHNICIANS	94	68	26	83	11	6	4	—	1
CLERICAL/SECRETARIAL	710	5	705	659	51	26	12	9	4
SERVICE WORKERS	1,756	1,003	753	1,370	386	261	87	9	29
SKILLED CRAFT	244	236	8	219	25	12	6	2	5
LABORERS, UNSKILLED	121	118	3	94	27	17	7	—	3
TOTAL, PART-TIME	1,327	363	964	1,196	131	77	27	5	22
PROFESSIONAL/INSTRUCTION	1,063	234	829	949	114	64	25	4	21
ALL OTHER	264	129	135	247	17	13	2	1	1
TOTAL, NEW HIRES	1,140	351	789	909	231	141	66	9	15
PROFESSIONAL STAFF	586	217	369	493	93	54	30	5	4
NON-PROFESSIONAL STAFF	554	134	420	416	138	87	36	4	11

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

NEVADA
NO. OF DISTRICTS (SAMPLED) -- 11
NO. OF SCHOOLS INCLUDED ---- 227

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	3,875	548	328	156	23	41	5,526	670	436	139	41	54
OFFICIALS/ADMIN/MANAGERS	143	4	3	1	---	---	30	3	3	---	---	---
PRINCIPALS	189	16	8	6	---	2	11	1	1	---	---	---
ASST PRINCIPALS, TEACH	3	---	---	---	---	---	1	---	---	---	---	---
ASST PRINCIPALS, N.T.	83	4	3	1	---	---	7	1	1	---	---	---
ELEMENTARY TEACHERS	504	37	25	7	3	2	1,915	180	129	38	11	2
SECONDARY TEACHERS	1,423	101	47	38	12	4	978	96	65	21	7	3
OTHER TEACHERS	171	17	5	11	1	---	443	49	34	10	3	2
GUIDANCE	120	12	6	4	2	---	91	9	8	1	---	---
PSYCHOLOGICAL	24	---	---	---	---	---	18	2	1	1	---	---
LIBRARIANS/AUDIO-VISUAL	34	---	---	---	---	---	101	7	5	2	---	---
CONSULTANTS/SUPER OF INST	12	4	2	1	---	1	23	3	2	1	---	---
OTHER PROFESSIONALS	53	8	4	4	---	---	105	54	43	11	---	---
TEACHERS AIDES	23	8	2	---	2	4	471	102	45	21	3	33
TECHNICIANS	59	9	4	4	---	1	24	2	2	---	---	---
CLERICAL/SECRETARIAL	5	---	---	---	---	---	654	51	26	12	9	4
SERVICE WORKERS	726	277	190	67	1	19	644	109	71	20	8	10
SKILLED CRAFT	212	24	12	5	2	5	7	1	---	1	---	---
LABORERS, UNSKILLED	91	27	17	7	---	3	3	---	---	---	---	---
TOTAL, PART-TIME	314	49	24	7	4	14	882	82	53	20	1	8
PROFESSIONAL/INSTRUCTION	195	39	17	5	3	14	754	75	47	20	1	7
ALL OTHER	119	10	7	2	1	---	128	7	6	---	---	1
TOTAL, NEW HIRES	291	60	39	14	3	4	618	171	102	52	6	11
PROFESSIONAL STAFF	196	21	12	8	1	---	297	72	42	22	4	4
NON-PROFESSIONAL STAFF	95	39	27	6	2	4	321	99	60	30	2	7

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEVADA
NO. OF DISTRICTS (SAMPLED) — 11
NO. OF SCHOOLS INCLUDED ----- 227

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	10,619	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	4,423	41.7	81.7	94.5	75.0	91.6	20.5	58.7	27.6	56.9	54.5	23.9	38.1	27.7	5.1	72.3	0.7	57.1	96.7	97.5
	F	6,196	58.3	18.3	5.5	25.0	8.4	79.5	41.3	72.4	43.1	45.5	76.1	61.9	72.3	94.9	27.7	99.3	42.9	3.3	2.5
WH*	T	9,401	88.5	96.1	92.2	100.0	94.8	91.7	92.4	90.2	90.9	95.4	95.0	83.4	71.8	81.8	88.3	92.8	78.0	89.8	77.7
	M	3,875	36.5	79.4	87.1	75.0	87.4	19.1	54.8	25.1	51.7	54.5	23.9	28.6	24.1	3.8	62.8	0.7	41.3	86.9	75.2
	F	5,526	52.0	16.7	5.1	25.0	7.4	72.6	37.6	65.1	39.2	40.9	71.1	54.8	47.7	78.0	25.5	92.1	36.7	2.9	2.5
MIN	T	1,218	11.5	3.9	7.9	---	5.3	8.2	7.6	9.7	9.1	4.5	4.9	16.6	28.1	18.2	11.7	7.2	22.0	10.2	22.3
	M	548	5.2	2.2	7.4	---	4.2	1.4	3.9	2.5	5.2	---	---	9.5	3.6	1.3	9.6	---	15.8	9.8	22.3
	F	670	6.3	1.7	0.5	---	1.1	6.8	3.7	7.2	3.9	4.5	4.1	7.1	24.5	16.9	2.1	7.2	6.2	0.4	---
BL*	T	764	7.2	3.4	4.2	---	4.3	5.8	4.3	5.7	6.0	2.3	3.5	9.6	21.3	7.8	6.4	3.7	14.8	4.9	14.0
	M	328	3.1	1.7	3.7	---	3.2	0.9	1.8	0.7	2.6	---	---	4.8	1.8	0.3	4.3	---	10.8	4.9	14.0
	F	436	4.1	1.7	0.5	---	1.1	4.9	2.5	5.0	3.4	2.3	3.5	4.8	19.5	7.5	2.1	3.7	4.0	---	---
HSP	T	295	2.8	0.6	2.8	---	1.1	1.7	2.3	3.1	2.1	2.3	1.4	4.8	6.8	3.5	4.3	1.7	4.9	2.4	5.8
	M	156	1.5	0.6	2.8	---	1.1	0.3	1.5	1.6	1.7	---	---	2.4	1.8	---	4.3	---	3.8	2.0	5.8
	F	139	1.3	---	---	---	---	1.4	0.8	1.5	0.4	2.3	1.4	2.4	5.0	3.5	---	1.7	1.1	0.4	---
AA@	T	64	0.6	---	---	---	---	0.5	0.8	0.5	0.9	---	---	---	---	0.8	---	1.3	0.6	0.8	---
	M	23	0.2	---	---	---	---	0.1	0.5	0.1	0.9	---	---	---	---	0.3	---	---	0.1	0.8	---
	F	41	0.4	---	---	---	---	0.4	0.3	0.4	---	---	---	---	---	0.5	---	1.3	0.5	---	---
IND	T	95	0.9	---	0.9	---	---	0.2	0.3	0.3	---	---	---	2.4	---	6.2	1.1	0.6	1.7	2.0	2.5
	M	41	0.4	---	0.9	---	---	0.1	0.2	---	---	---	---	2.4	---	0.7	1.1	---	1.1	2.0	2.5
	F	54	0.5	---	---	---	---	0.1	0.1	0.3	---	---	---	---	---	5.5	---	0.6	0.6	---	---

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEVADA
NO. OF DISTRICTS (SAMPLED) — 11
NO. OF SCHOOLS INCLUDED ---- 227

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	10,619	100.0	1.7	2.0	***	0.9	24.8	24.5	6.4	2.2	0.4	1.3	0.4	2.1	5.7	0.9	6.7	16.5	2.3	1.1
	M	4,423	100.0	3.3	4.6	0.1	2.0	12.2	34.5	4.3	3.0	0.5	0.8	0.4	1.4	0.7	1.5	0.1	22.7	5.3	2.7
	F	6,196	100.0	0.5	0.2	***	0.1	33.8	17.3	7.9	1.6	0.3	1.7	0.4	2.6	9.2	0.4	11.4	12.2	0.1	***
WH*	T	9,401	100.0	1.8	2.1	***	1.0	25.7	25.5	6.5	2.2	0.4	1.4	0.4	1.7	5.3	0.9	7.0	14.6	2.3	1.0
	M	3,875	100.0	3.7	4.9	0.1	2.1	13.0	36.7	4.4	3.1	0.6	0.9	0.3	1.4	0.6	1.5	0.1	18.7	5.5	2.3
	F	5,526	100.0	0.5	0.2	***	0.1	34.7	17.7	8.0	1.6	0.3	1.8	0.4	1.9	8.5	0.4	11.8	11.7	0.1	0.1
MIN	T	1,218	100.0	0.6	1.4	---	0.4	17.8	16.2	5.4	1.7	0.2	0.6	0.6	5.1	9.0	0.9	4.2	31.7	2.1	2.2
	M	548	100.0	0.7	2.9	---	0.7	6.8	18.4	3.1	2.2	---	---	0.7	1.5	1.5	1.6	---	50.5	4.4	4.9
	F	670	100.0	0.4	0.1	---	0.1	26.9	14.3	7.3	1.3	0.3	1.0	0.4	8.1	15.2	0.3	7.6	16.3	0.1	---
BL*	T	764	100.0	0.8	1.2	---	0.5	20.2	14.7	5.1	1.8	0.1	0.7	0.5	6.2	6.2	0.8	3.4	34.2	1.6	2.2
	M	328	100.0	0.9	2.4	---	0.9	7.6	14.3	1.5	1.8	---	---	0.6	1.2	0.6	1.2	---	57.9	3.7	5.2
	F	436	100.0	0.7	0.2	---	0.2	29.6	14.9	7.8	1.8	0.2	1.1	0.5	9.9	10.3	0.5	6.0	16.3	---	---
HSP	T	295	100.0	0.3	2.0	---	0.3	15.3	20.0	7.1	1.7	0.3	0.7	0.7	5.1	7.1	1.4	4.1	29.5	2.0	2.4
	M	156	100.0	0.6	3.8	---	0.6	4.5	24.4	7.1	2.6	---	---	0.6	2.6	---	2.6	---	42.9	3.2	4.5
	F	139	100.0	---	---	---	---	27.3	15.1	7.2	0.7	0.7	1.4	0.7	7.9	15.1	---	8.6	14.4	0.7	---
AA#	T	64	100.0	---	---	---	---	21.9	29.7	6.3	3.1	---	---	---	---	7.8	---	14.1	14.1	3.1	---
	M	23	100.0	---	---	---	---	13.0	52.2	4.3	8.7	---	---	---	---	8.7	---	---	4.3	8.7	---
	F	41	100.0	---	---	---	---	26.8	17.1	7.3	---	---	---	---	---	7.3	---	22.0	19.5	---	---
IND	T	95	100.0	---	2.1	---	---	4.2	7.4	2.1	---	---	---	1.1	---	38.9	1.1	4.2	30.5	5.3	3.2
	M	41	100.0	---	4.9	---	---	4.9	9.8	---	---	---	---	2.4	---	9.8	2.4	---	46.3	12.2	7.3
	F	54	100.0	---	---	---	---	3.7	5.6	3.7	---	---	---	---	---	61.1	---	7.4	18.5	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

NEW HAMPSHIRE
NO. OF DISTRICTS (SAMPLED) -- 44
NO. OF SCHOOLS INCLUDED ---- 261

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	12,597	4,712	7,885	12,537	60	23	20	10	7
OFFICIALS/ADMIN/MANAGERS	126	99	27	126	---	---	---	---	---
PRINCIPALS	281	254	27	281	---	---	---	---	---
ASST PRINCIPALS, TEACH	48	29	19	48	---	---	---	---	---
ASST PRINCIPALS, N.T.	108	98	10	108	---	---	---	---	---
ELEMENTARY TEACHERS	4,133	816	3,317	4,102	31	12	12	2	5
SECONDARY TEACHERS	3,680	2,096	1,584	3,664	16	3	6	5	2
OTHER TEACHERS	226	73	153	226	---	---	---	---	---
GUIDANCE	289	168	121	286	3	3	---	---	---
PSYCHOLOGICAL	14	4	10	14	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	191	23	168	188	3	---	---	3	---
CONSULTANTS/SUPER OF INST	82	30	52	82	---	---	---	---	---
OTHER PROFESSIONALS	304	44	260	303	1	1	---	---	---
TEACHERS AIDES	667	20	647	665	2	2	---	---	---
TECHNICIANS	23	6	17	23	---	---	---	---	---
CLERICAL/SECRETARIAL	563	5	558	563	---	---	---	---	---
SERVICE WORKERS	1,673	839	834	1,669	4	2	2	---	---
SKILLED CRAFT	15	9	6	15	---	---	---	---	---
LABORERS, UNSKILLED	174	99	75	174	---	---	---	---	---
TOTAL, PART-TIME	1,587	301	1,286	1,581	6	3	---	3	---
PROFESSIONAL/INSTRUCTION	1,127	190	937	1,125	2	---	---	2	---
ALL OTHER	460	111	349	456	4	3	---	1	---
TOTAL, NEW HIRES	1,437	481	956	1,424	13	5	4	4	---
PROFESSIONAL STAFF	1,092	387	705	1,084	8	2	2	4	---
NON-PROFESSIONAL STAFF	345	94	251	340	5	3	2	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

NEW HAMPSHIRE
NO. OF DISTRICTS (SAMPLED) -- 44
NO. OF SCHOOLS INCLUDED ---- 261

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	4,696	16	4	6	3	3	7,841	44	19	14	7	4
OFFICIALS/ADMIN/MANAGERS	99	---	---	---	---	---	27	---	---	---	---	---
PRINCIPALS	254	---	---	---	---	---	27	---	---	---	---	---
ASST PRINCIPALS, TEACH	29	---	---	---	---	---	19	---	---	---	---	---
ASST PRINCIPALS, N.T.	98	---	---	---	---	---	10	---	---	---	---	---
ELEMENTARY TEACHERS	813	3	1	1	---	1	3,289	28	11	11	2	4
SECONDARY TEACHERS	2,089	7	1	3	1	2	1,575	9	2	3	4	---
OTHER TEACHERS	73	---	---	---	---	---	153	---	---	---	---	---
GUIDANCE	168	---	---	---	---	---	118	3	3	---	---	---
PSYCHOLOGICAL	4	---	---	---	---	---	10	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	21	2	---	---	2	---	167	1	---	---	1	---
CONSULTANTS/SUPER OF INST	30	---	---	---	---	---	52	---	---	---	---	---
OTHER PROFESSIONALS	44	---	---	---	---	---	259	1	1	---	---	---
TEACHERS AIDES	20	---	---	---	---	---	645	2	2	---	---	---
TECHNICIANS	6	---	---	---	---	---	17	---	---	---	---	---
CLERICAL/SECRETARIAL	5	---	---	---	---	---	558	---	---	---	---	---
SERVICE WORKERS	835	4	2	2	---	---	834	---	---	---	---	---
SKILLED CRAFT	9	---	---	---	---	---	6	---	---	---	---	---
LABORERS, UNSKILLED	99	---	---	---	---	---	75	---	---	---	---	---
TOTAL, PART-TIME	300	1	1	---	---	---	1,281	5	2	---	3	---
PROFESSIONAL/INSTRUCTION	190	---	---	---	---	---	935	2	---	---	2	---
ALL OTHER	110	1	1	---	---	---	346	3	2	---	1	---
TOTAL, NEW HIRES	474	7	2	3	2	---	950	6	3	1	2	---
PROFESSIONAL STAFF	384	3	---	1	2	---	700	5	2	1	2	---
NON-PROFESSIONAL STAFF	90	4	2	2	---	---	250	1	1	---	---	---

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEW HAMPSHIRE
NO. OF DISTRICTS (SAMPLED) -- 44
NO. OF SCHOOLS INCLUDED ---- 261

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	12,597	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	4,712	37.4	78.6	90.4	60.4	90.7	19.7	57.0	32.3	58.1	28.6	12.0	36.6	14.5	3.0	26.1	0.9	50.1	60.0	56.9
	F	7,885	62.6	21.4	9.6	39.6	9.3	80.3	43.0	67.7	41.9	71.4	88.0	63.4	85.5	97.0	73.9	99.1	49.9	40.0	43.1
WHI*	T	12,537	99.5	100.0	100.0	100.0	100.0	99.3	99.6	100.0	98.9	100.0	98.4	100.0	99.7	99.7	100.0	100.0	99.8	100.0	100.0
	M	4,696	37.3	78.6	90.4	60.4	90.7	19.7	56.8	32.3	58.1	28.6	11.0	36.6	14.5	3.0	26.1	0.9	49.9	60.0	56.9
	F	7,841	62.2	21.4	9.6	39.6	9.3	79.6	42.8	67.7	40.8	71.4	87.4	63.4	85.2	96.7	73.9	99.1	49.9	40.0	43.1
MIN	T	60	0.5	---	---	---	---	0.8	0.4	---	1.0	---	1.5	---	0.3	0.3	---	---	0.2	---	---
	M	16	0.1	---	---	---	---	0.1	0.2	---	---	---	1.0	---	---	---	---	---	0.2	---	---
	F	44	0.3	---	---	---	---	0.7	0.2	---	1.0	---	0.5	---	0.3	0.3	---	---	---	---	---
BL*	T	23	0.2	---	---	---	---	0.3	0.1	---	1.0	---	---	---	0.3	0.3	---	---	0.1	---	---
	M	4	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	0.1	---	---
	F	19	0.2	---	---	---	---	0.3	0.1	---	1.0	---	---	---	0.3	0.3	---	---	---	---	---
HSP	T	20	0.2	---	---	---	---	0.3	0.2	---	---	---	---	---	---	---	---	---	0.1	---	---
	M	6	***	---	---	---	---	***	0.1	---	---	---	---	---	---	---	---	---	0.1	---	---
	F	14	0.1	---	---	---	---	0.3	0.1	---	---	---	---	---	---	---	---	---	---	---	---
AAB	T	10	0.1	---	---	---	---	---	0.1	---	---	---	1.5	---	---	---	---	---	---	---	---
	M	3	***	---	---	---	---	---	***	---	---	---	1.0	---	---	---	---	---	---	---	---
	F	7	0.1	---	---	---	---	***	0.1	---	---	---	0.5	---	---	---	---	---	---	---	---
IND	T	7	0.1	---	---	---	---	0.1	0.1	---	---	---	---	---	---	---	---	---	---	---	---
	M	3	***	---	---	---	---	***	0.1	---	---	---	---	---	---	---	---	---	---	---	---
	F	4	***	---	---	---	---	0.1	---	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEW HAMPSHIRE
NO. OF DISTRICTS (SAMPLED) -- 44
NO. OF SCHOOLS INCLUDED ---- 261

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	12,597	100.0	1.0	2.2	0.4	0.9	32.8	29.2	1.8	2.3	0.1	1.5	0.7	2.4	5.3	0.2	4.5	13.3	0.1	1.4
	M	4,712	100.0	2.1	5.4	0.6	2.1	17.3	44.5	1.5	3.6	0.1	0.5	0.6	0.9	0.4	0.1	0.1	17.8	0.2	2.1
	F	7,885	100.0	0.3	0.3	0.2	0.1	42.1	20.1	1.9	1.5	0.1	2.1	0.7	3.3	8.2	0.2	7.1	10.6	0.1	1.0
WHT*	T	12,537	100.0	1.0	2.2	0.4	0.9	32.7	29.2	1.8	2.3	0.1	1.5	0.7	2.4	5.3	0.2	4.5	13.3	0.1	1.4
	M	4,696	100.0	2.1	5.4	0.6	2.1	17.3	44.5	1.6	3.6	0.1	0.4	0.6	0.9	0.4	0.1	0.1	17.8	0.2	2.1
	F	7,841	100.0	0.3	0.3	0.2	0.1	41.9	20.1	2.0	1.5	0.1	2.1	0.7	3.3	8.2	0.2	7.1	10.6	0.1	1.0
MIN	T	60	100.0	---	---	---	---	51.7	26.7	---	5.0	---	5.0	---	1.7	3.3	---	---	6.7	---	---
	M	16	100.0	---	---	---	---	18.8	43.8	---	---	---	12.5	---	---	---	---	---	25.0	---	---
	F	44	100.0	---	---	---	---	63.6	20.5	---	6.8	---	2.3	---	2.3	4.5	---	---	---	---	---
BL*	T	23	100.0	---	---	---	---	52.2	13.0	---	13.0	---	---	---	4.3	8.7	---	---	8.7	---	---
	M	4	100.0	---	---	---	---	25.0	25.0	---	---	---	---	---	---	---	---	---	50.0	---	---
	F	19	100.0	---	---	---	---	57.9	10.5	---	15.8	---	---	---	5.3	10.5	---	---	---	---	---
HSP	T	20	100.0	---	---	---	---	60.0	30.0	---	---	---	---	---	---	---	---	---	10.0	---	---
	M	6	100.0	---	---	---	---	16.7	50.0	---	---	---	---	---	---	---	---	---	33.3	---	---
	F	14	100.0	---	---	---	---	78.6	21.4	---	---	---	---	---	---	---	---	---	---	---	---
AAS	T	10	100.0	---	---	---	---	20.0	50.0	---	---	---	30.0	---	---	---	---	---	---	---	---
	M	3	100.0	---	---	---	---	---	33.3	---	---	---	66.7	---	---	---	---	---	---	---	---
	F	7	100.0	---	---	---	---	28.6	57.1	---	---	---	14.3	---	---	---	---	---	---	---	---
IND	T	7	100.0	---	---	---	---	71.4	28.6	---	---	---	---	---	---	---	---	---	---	---	---
	M	3	100.0	---	---	---	---	33.3	66.7	---	---	---	---	---	---	---	---	---	---	---	---
	F	4	100.0	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

NEW JERSEY
NO. OF DISTRICTS (SAMPLED) -- 317
NO. OF SCHOOLS INCLUDED ---- 1,962

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	127,145	49,112	78,033	111,755	15,390	13,420	1,584	358	28
OFFICIALS/ADMIN/MANAGERS	1,696	1,445	251	1,590	106	98	7	---	1
PRINCIPALS	2,021	1,785	236	1,859	162	157	5	---	---
ASST PRINCIPALS, TEACH	252	127	125	248	4	4	---	---	---
ASST PRINCIPALS, N.T.	1,130	959	171	967	163	155	8	---	---
ELEMENTARY TEACHERS	38,827	8,368	30,459	34,483	4,344	3,805	358	175	6
SECONDARY TEACHERS	30,541	17,450	13,091	28,267	2,274	1,905	268	90	11
OTHER TEACHERS	6,173	2,195	3,978	5,384	789	684	91	14	---
GUIDANCE	2,455	1,348	1,107	2,154	301	252	43	5	1
PSYCHOLOGICAL	705	370	335	654	51	35	9	7	---
LIBRARIANS/AUDIO-VISUAL	1,732	247	1,485	1,612	120	109	4	7	---
CONSULTANTS/SUPER OF INST	1,335	874	461	1,232	103	92	11	---	---
OTHER PROFESSIONALS	4,817	893	3,924	4,238	579	502	64	13	---
TEACHERS AIDES	4,334	195	4,139	2,956	1,378	1,177	199	2	---
TECHNICIANS	246	128	118	213	33	25	1	6	1
CLERICAL/SECRETARIAL	9,101	124	8,977	8,469	632	536	86	9	1
SERVICE WORKERS	19,260	10,402	8,858	15,253	4,007	3,581	389	30	7
SKILLED CRAFT	1,331	1,244	87	1,220	111	96	15	---	---
LABORERS, UNSKILLED	1,189	958	231	956	233	207	26	---	---
TOTAL, PART-TIME	14,390	2,928	11,462	12,776	1,614	1,385	179	43	7
PROFESSIONAL/INSTRUCTION	8,937	1,285	7,652	7,770	1,167	1,003	137	21	6
ALL OTHER	5,453	1,643	3,810	5,006	447	382	42	22	1
TOTAL, NEW HIRES	7,089	2,481	4,608	6,164	925	737	153	32	3
PROFESSIONAL STAFF	5,048	1,789	3,259	4,480	568	455	92	21	1
NON-PROFESSIONAL STAFF	2,041	692	1,349	1,684	357	282	61	12	2

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

NEW JERSEY
NO. OF DISTRICTS (SAMPLED) -- 317
NO. OF SCHOOLS INCLUDED ---- 1,962

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	44,361	4,751	3,987	593	161	10	67,394	10,639	9,433	991	197	18
OFFICIALS/ADMIN/MANAGERS	1,379	66	61	4	---	1	211	40	37	3	---	---
PRINCIPALS	1,668	117	112	5	---	---	191	45	45	---	---	---
ASST PRINCIPALS, TEACH	125	2	2	---	---	---	123	2	2	---	---	---
ASST PRINCIPALS, N.T.	853	106	100	6	---	---	114	57	55	2	---	---
ELEMENTARY TEACHERS	7,716	654	495	76	82	1	26,769	3,690	3,310	282	93	5
SECONDARY TEACHERS	16,519	931	756	125	48	2	11,748	1,343	1,149	143	42	9
OTHER TEACHERS	1,972	223	196	25	2	---	3,412	566	488	66	12	---
GUIDANCE	1,250	98	78	18	1	1	904	203	174	25	4	---
PSYCHOLOGICAL	356	14	9	5	---	---	298	37	26	4	7	---
LIBRARIANS/AUDIO-VISUAL	234	13	11	1	1	---	1,378	107	98	3	6	---
CONSULTANTS/SUPER OF INST	830	44	36	8	---	---	402	59	56	3	---	---
OTHER PROFESSIONALS	743	150	127	22	1	---	3,495	429	375	42	12	---
TEACHERS AIDES	92	103	81	21	1	---	2,864	1,275	1,096	178	1	---
TECHNICIANS	114	14	12	1	---	1	99	19	13	---	6	---
CLERICAL/SECRETARIAL	105	19	16	1	1	1	8,364	613	520	85	8	---
SERVICE WORKERS	8,467	1,935	1,673	235	24	3	6,786	2,072	1,908	154	6	4
SKILLED CRAFT	1,155	89	74	15	---	---	65	22	22	---	---	---
LABORERS, UNSKILLED	785	173	148	25	---	---	171	60	59	1	---	---
TOTAL, PART-TIME	2,677	251	208	29	13	1	10,099	1,363	1,177	150	30	6
PROFESSIONAL/INSTRUCTION	1,168	117	91	16	10	---	6,602	1,050	912	121	11	6
ALL OTHER	1,509	134	117	13	3	1	3,497	313	265	29	19	---
TOTAL, NEW HIRES	2,168	313	243	55	13	2	3,996	612	494	98	19	1
PROFESSIONAL STAFF	1,645	144	118	21	4	1	2,835	424	337	71	16	---
NON-PROFESSIONAL STAFF	523	169	125	34	9	1	1,161	188	157	27	3	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEW JERSEY
NO. OF DISTRICTS (SAMPLED) -- 317
NO. OF SCHOOLS INCLUDED ---- 1,962

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	127,145	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	49,112	38.6	85.2	88.3	50.4	84.9	21.6	57.1	35.6	54.9	52.5	14.3	65.5	18.5	4.5	52.0	1.4	54.0	93.5	80.6
	F	78,033	61.4	14.8	11.7	49.6	15.1	78.4	42.9	64.4	45.1	47.5	85.7	34.5	81.5	95.5	48.0	98.6	46.0	6.5	19.4
WH*	T	111,755	87.9	93.7	92.0	98.4	85.6	88.8	92.6	87.2	87.7	92.8	93.1	92.3	88.0	68.2	86.5	93.1	79.2	91.7	80.4
	M	44,361	34.9	81.3	82.5	49.6	75.5	19.9	54.1	31.9	50.9	50.5	13.5	62.2	15.4	2.1	46.3	1.2	44.0	86.8	66.0
	F	67,394	53.0	12.4	9.5	48.8	10.1	68.9	38.5	55.3	36.8	42.3	79.6	30.1	72.6	66.1	40.2	91.9	35.2	4.9	14.4
MIN	T	15,390	12.1	6.3	8.0	1.6	14.4	11.2	7.4	12.8	12.3	7.2	7.0	7.7	12.0	31.8	13.4	6.9	20.8	8.4	19.6
	M	4,751	3.7	3.9	7.8	0.8	9.4	1.7	3.0	3.6	4.0	2.0	0.8	3.3	3.1	2.4	5.7	0.2	10.0	6.7	14.6
	F	10,639	8.4	2.4	2.2	0.8	5.0	9.5	4.4	9.2	8.3	5.2	6.2	4.4	8.9	29.4	7.7	6.7	10.8	1.7	5.0
BL*	T	13,420	10.6	5.8	7.7	1.6	13.7	9.8	6.3	11.1	10.3	5.0	6.3	6.9	10.4	27.2	10.2	5.9	18.6	7.3	17.4
	M	3,987	3.1	3.6	5.5	0.8	8.8	1.3	2.5	3.2	3.2	1.3	0.6	2.7	2.6	1.9	4.9	0.2	8.7	5.6	12.4
	F	9,433	7.4	2.2	2.2	0.8	4.9	8.5	3.8	7.9	7.1	3.7	5.7	4.2	7.8	25.3	5.3	5.7	9.9	1.7	5.0
HSP	T	1,584	1.2	0.4	0.2	---	0.7	0.9	0.9	1.5	1.7	1.3	0.3	0.8	1.4	4.6	0.4	0.9	2.0	1.1	2.2
	M	593	0.5	0.2	0.2	---	0.5	0.2	0.4	0.4	0.7	0.7	0.1	0.6	0.5	0.5	0.4	***	1.2	1.1	2.1
	F	991	0.8	0.2	---	---	0.2	0.7	0.5	1.1	1.0	0.6	0.2	0.2	0.9	4.1	---	0.9	0.8	---	0.1
AAB	T	358	0.3	---	---	---	---	0.4	0.3	0.2	0.2	1.0	0.4	---	0.2	---	2.4	0.1	0.1	---	---
	M	161	0.1	---	---	---	---	0.2	0.2	***	***	---	0.1	---	***	***	---	***	0.1	---	---
	F	197	0.2	---	---	---	---	0.2	0.1	0.2	0.2	1.0	0.3	---	0.2	***	2.4	0.1	***	---	---
IND	T	28	***	0.1	---	---	---	---	---	---	---	---	---	---	---	---	0.4	---	---	---	---
	M	10	***	0.1	---	---	---	***	***	---	***	---	---	---	---	---	0.4	***	***	---	---
	F	18	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	***	---	---

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEW JERSEY
NO. OF DISTRICTS (SAMPLED) -- 317
NO. OF SCHOOLS INCLUDED ---- 1,962

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	127,145	100.0	1.3	1.6	0.2	0.9	30.5	24.0	4.9	1.9	0.6	1.4	1.0	3.8	3.4	0.2	7.2	15.1	1.0	0.9
	M	49,112	100.0	2.9	3.6	0.3	2.0	17.0	35.5	4.5	2.7	0.8	0.5	1.8	1.8	0.4	0.3	0.3	21.2	2.5	2.0
	F	78,033	100.0	0.3	0.3	0.2	0.2	39.0	16.8	5.1	1.4	0.4	1.9	0.6	5.0	5.3	0.2	11.5	11.4	0.1	0.3
W*	T	111,755	100.0	1.4	1.7	0.2	0.9	30.9	25.3	4.8	1.9	0.6	1.4	1.1	3.8	2.6	0.2	7.6	13.6	1.1	0.9
	M	44,361	100.0	3.1	3.8	0.3	1.9	17.4	37.2	4.4	2.8	0.8	0.5	1.9	1.7	0.2	0.3	0.2	19.1	2.6	1.8
	F	67,394	100.0	0.3	0.3	0.2	0.2	39.7	17.4	5.1	1.3	0.4	2.0	0.6	5.2	4.2	0.1	12.4	10.1	0.1	0.3
MIN	T	15,390	100.0	0.7	1.1	***	1.1	28.2	14.8	5.1	2.0	0.3	0.8	0.7	3.8	9.0	0.2	4.1	26.0	0.7	1.5
	M	4,751	100.0	1.4	2.5	***	2.2	13.8	19.6	4.7	2.1	0.3	0.3	0.9	3.2	2.2	0.3	0.4	40.7	1.9	3.6
	F	10,639	100.0	0.4	0.4	***	0.5	34.7	12.6	5.3	1.9	0.3	1.0	0.6	4.0	12.0	0.2	5.8	19.5	0.2	0.6
BL*	T	13,420	100.0	0.7	1.2	***	1.2	28.4	14.2	5.1	1.9	0.3	0.8	0.7	3.7	8.8	0.2	4.0	26.7	0.7	1.5
	M	3,987	100.0	1.5	2.8	0.1	2.5	12.4	19.0	4.9	2.0	0.2	0.3	0.9	3.2	2.0	0.3	0.4	42.0	1.9	3.7
	F	9,433	100.0	0.4	0.5	***	0.6	35.1	12.2	5.2	1.8	0.3	1.0	0.6	4.0	11.6	0.1	5.5	20.2	0.2	0.6
HSP	T	1,584	100.0	0.4	0.3	---	0.5	22.6	16.9	5.7	2.7	0.6	0.3	0.7	4.0	12.6	0.1	5.4	24.6	0.9	1.6
	M	593	100.0	0.7	0.8	---	1.0	12.8	21.1	4.2	3.0	0.8	0.2	1.3	3.7	3.5	0.2	0.2	39.6	2.5	4.2
	F	991	100.0	0.3	---	---	0.2	28.5	14.4	6.7	2.5	0.4	0.3	0.3	4.2	18.0	---	8.6	15.5	---	0.1
AA#	T	358	100.0	---	---	---	---	48.9	25.1	3.9	1.4	2.0	2.0	---	3.6	0.6	1.7	2.5	8.4	---	---
	M	161	100.0	---	---	---	---	50.9	29.8	1.2	0.6	---	0.6	---	0.6	0.6	---	0.6	14.9	---	---
	F	197	100.0	---	---	---	---	47.2	21.3	6.1	2.0	3.6	3.0	---	6.1	0.5	3.0	4.1	3.0	---	---
IND	T	28	100.0	3.6	---	---	---	21.4	39.3	---	3.6	---	---	---	---	---	3.6	3.6	25.0	---	---
	M	10	100.0	10.0	---	---	---	10.0	20.0	---	10.0	---	---	---	---	---	10.0	10.0	30.0	---	---
	F	18	100.0	---	---	---	---	27.8	50.0	---	---	---	---	---	---	---	---	---	22.2	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

NEW MEXICO
NO. OF DISTRICTS (SAMPLED) -- 44
NO. OF SCHOOLS INCLUDED ---- 496

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	23,625	8,341	15,284	14,738	8,887	324	7,649	59	855
OFFICIALS/ADMIN/MANAGERS	296	262	34	203	93	1	88	---	4
PRINCIPALS	528	469	59	382	146	1	138	---	7
ASST PRINCIPALS, TEACH	16	16	---	12	4	---	4	---	---
ASST PRINCIPALS, N.T.	178	153	25	110	68	2	61	---	5
ELEMENTARY TEACHERS	5,731	934	4,797	4,336	1,395	96	1,229	16	54
SECONDARY TEACHERS	6,181	3,345	2,836	4,870	1,311	48	1,199	16	48
OTHER TEACHERS	729	206	523	546	183	11	169	1	2
GUIDANCE	420	229	191	312	108	6	98	1	3
PSYCHOLOGICAL	14	5	9	13	1	---	1	---	---
LIBRARIANS/AUDIO-VISUAL	325	28	297	267	58	1	53	2	2
CONSULTANTS/SUPER OF INST	155	67	88	114	41	3	36	---	2
OTHER PROFESSIONALS	474	120	354	344	130	5	97	2	26
TEACHERS AIDES	2,669	141	2,528	852	1,817	53	1,354	15	395
TECHNICIANS	91	46	45	51	40	---	36	1	3
CLERICAL/SECRETARIAL	1,478	49	1,429	870	608	9	562	1	36
SERVICE WORKERS	3,724	1,752	1,972	1,268	2,456	74	2,134	4	244
SKILLED CRAFT	439	353	86	157	282	12	257	---	13
LABORERS, UNSKILLED	177	166	11	31	146	2	133	---	11
TOTAL, PART-TIME	1,156	290	866	673	483	2	442	1	38
PROFESSIONAL/INSTRUCTION	723	133	590	317	406	2	367	---	37
ALL OTHER	433	157	276	356	77	---	75	1	1
TOTAL, NEW HIRES	3,130	895	2,235	1,928	1,202	38	1,014	11	139
PROFESSIONAL STAFF	1,946	662	1,284	1,448	498	22	438	10	28
NON-PROFESSIONAL STAFF	1,184	233	951	480	704	16	576	1	111

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

NEW MEXICO
NO. OF DISTRICTS (SAMPLED) -- 44
NO. OF SCHOOLS INCLUDED ---- 496

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	4,766	3,575	101	3,216	17	241	9,972	5,312	223	4,433	42	614
OFFICIALS/ADMIN/MANAGERS	186	76	1	73	---	2	17	17	---	15	---	2
PRINCIPALS	339	130	1	123	---	6	43	16	---	5	---	1
ASST PRINCIPALS, TEACH	12	4	---	4	---	---	---	---	---	---	---	---
ASST PRINCIPALS, N.T.	94	59	---	57	---	2	16	9	2	4	---	3
ELEMENTARY TEACHERS	615	319	6	300	2	11	3,721	1,076	90	929	14	43
SECONDARY TEACHERS	2,506	839	20	786	5	28	2,364	472	28	413	11	20
OTHER TEACHERS	144	62	---	61	---	1	402	121	11	108	1	1
GUIDANCE	158	71	1	69	---	1	154	37	5	29	1	2
PSYCHOLOGICAL	4	1	---	1	---	---	9	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	18	10	1	7	2	---	249	48	---	46	---	2
CONSULTANTS/SUPER OF INST	44	23	2	20	---	1	70	18	1	16	---	1
OTHER PROFESSIONALS	67	53	2	40	1	10	277	77	3	57	1	16
TEACHERS AIDES	27	114	7	62	5	40	825	1,703	46	1,292	10	355
TECHNICIANS	24	22	---	21	1	---	27	18	---	15	---	3
CLERICAL/SECRETARIAL	14	35	---	32	---	3	856	573	9	530	1	33
SERVICE WORKERS	390	1,362	46	1,191	1	124	878	1,094	28	943	3	120
SKILLED CRAFT	95	258	12	240	---	6	62	24	---	17	---	7
LABORERS, UNSKILLED	29	137	2	129	---	6	2	9	---	4	---	5
TOTAL, PART-TIME	167	123	---	109	---	14	506	360	2	333	1	24
PROFESSIONAL/INSTRUCTION	45	88	---	74	---	14	272	318	2	293	---	23
ALL OTHER	122	35	---	35	---	---	234	42	---	40	1	1
TOTAL, NEW HIRES	571	324	15	276	2	31	1,357	878	23	738	9	108
PROFESSIONAL STAFF	497	165	6	154	2	3	951	333	16	284	8	25
NON-PROFESSIONAL STAFF	74	159	9	122	---	28	406	545	7	454	1	83

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEW MEXICO
NO. OF DISTRICTS (SAMPLED) — 44
NO. OF SCHOOLS INCLUDED — 496

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	23,625	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	8,341	35.3	88.5	88.8	100.0	86.0	16.3	54.1	28.3	54.5	35.7	8.6	43.2	25.3	5.3	50.5	3.3	47.0	80.4	93.8
	F	15,284	64.7	11.5	11.2	---	14.0	83.7	45.9	71.7	45.5	64.3	91.4	56.8	74.7	94.7	49.5	96.7	53.0	19.6	6.2
WH*	T	14,738	62.4	68.5	72.3	75.0	61.8	75.6	78.7	74.9	74.3	92.9	82.1	73.6	72.5	31.9	56.1	58.8	34.1	35.7	17.5
	M	4,766	20.2	62.8	64.2	75.0	52.8	10.7	40.5	19.8	37.6	28.6	5.5	28.4	14.1	1.0	26.4	0.9	10.5	21.6	16.4
	F	9,972	42.2	5.7	8.1	---	9.0	64.9	38.2	55.1	36.7	64.3	76.6	45.2	58.4	30.9	29.7	57.9	23.6	14.1	1.1
MIN	T	8,887	37.6	31.4	27.6	25.0	38.2	24.4	21.2	25.1	25.7	7.1	17.9	26.4	27.4	68.1	44.0	41.2	66.0	64.3	82.5
	M	3,575	15.1	25.7	24.6	25.0	33.1	5.6	13.6	8.5	16.9	7.1	3.1	14.8	11.2	4.3	24.2	2.4	36.6	58.8	77.4
	F	5,312	22.5	5.7	3.0	---	5.1	18.8	7.6	16.6	8.8	---	14.8	11.6	16.2	63.8	19.8	38.8	29.4	5.5	5.1
BL*	T	324	1.4	0.3	0.2	---	1.1	1.7	0.8	1.5	1.4	---	0.3	1.9	1.0	2.0	---	0.6	2.0	2.7	1.1
	M	101	0.4	0.3	0.2	---	---	0.1	0.3	---	0.2	---	0.3	1.3	0.4	0.3	---	---	1.2	2.7	1.1
	F	223	0.9	---	---	---	1.1	1.6	0.5	1.5	1.2	---	---	0.6	0.6	1.7	---	0.6	0.8	---	---
HSP	T	7,649	32.4	29.8	26.1	25.0	34.2	21.4	19.4	23.2	23.3	7.1	16.4	23.2	20.4	50.7	39.6	38.1	57.3	58.6	75.2
	M	3,216	13.6	24.7	23.3	25.0	32.0	5.2	12.7	8.4	16.4	7.1	2.2	12.9	8.4	2.3	23.1	2.2	32.0	54.7	72.9
	F	4,433	18.8	5.1	2.8	---	2.2	16.2	6.7	14.8	6.9	---	14.2	10.3	12.0	48.4	16.5	35.9	25.3	3.9	2.3
AAH	T	59	0.2	---	---	---	---	0.2	0.3	0.1	0.2	---	0.6	---	0.4	0.6	1.1	0.1	0.1	---	---
	M	17	0.1	---	---	---	---	***	0.1	---	---	---	0.6	---	0.2	0.2	1.1	---	***	---	---
	F	42	0.2	---	---	---	---	0.2	0.2	0.1	0.2	---	---	---	0.2	0.4	---	0.1	0.1	---	---
IND	T	855	3.6	1.4	1.3	---	2.8	1.0	0.8	0.2	0.7	---	0.6	1.2	5.5	14.8	3.3	2.4	6.5	3.0	6.2
	M	241	1.0	0.7	1.1	---	1.1	0.2	0.5	0.1	0.2	---	---	0.6	2.1	1.5	---	0.2	3.3	1.4	3.4
	F	614	2.6	0.7	0.2	---	1.7	0.8	0.3	0.1	0.5	---	0.6	0.6	3.4	13.3	3.3	2.2	3.2	1.6	2.8

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEW MEXICO
NO. OF DISTRICTS (SAMPLED) — 44
NO. OF SCHOOLS INCLUDED —— 496

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	23,625	100.0	1.3	2.2	0.1	0.8	24.3	26.2	3.1	1.8	0.1	1.4	0.7	2.0	11.3	0.4	8.3	15.8	1.9	0.7
	M	8,341	100.0	3.1	5.6	0.2	1.8	11.2	40.1	2.5	2.7	0.1	0.3	0.8	1.4	1.7	0.6	0.6	21.0	4.2	2.0
	F	15,284	100.0	0.2	0.4	---	0.2	31.4	18.6	3.4	1.2	0.1	1.9	0.6	2.3	16.5	0.3	9.3	12.9	0.6	0.1
WH*	T	14,738	100.0	1.4	2.6	0.1	0.7	29.4	33.0	3.7	2.1	0.1	1.8	0.8	2.3	5.8	0.3	5.9	8.6	1.1	0.2
	M	4,766	100.0	3.9	7.1	0.3	2.0	12.9	52.6	3.0	3.3	0.1	0.4	0.9	1.4	0.6	0.5	0.3	8.2	2.0	0.6
	F	9,972	100.0	0.2	0.4	---	0.2	37.3	23.7	4.0	1.5	0.1	2.5	0.7	2.8	8.3	0.3	8.6	8.8	0.6	***
MIN	T	8,887	100.0	1.0	1.6	***	0.8	15.7	14.8	2.1	1.2	***	0.7	0.5	1.5	20.4	0.5	6.8	27.6	3.2	1.6
	M	3,575	100.0	2.1	3.6	0.1	1.7	8.9	23.5	1.7	2.0	***	0.3	0.6	1.5	3.2	0.6	1.0	38.1	7.2	3.8
	F	5,312	100.0	0.3	0.3	---	0.2	20.3	8.9	2.3	0.7	---	0.9	0.3	1.4	32.1	0.3	10.8	20.6	0.5	0.2
BL*	T	324	100.0	0.3	0.3	---	0.6	29.6	14.8	3.4	1.9	---	0.3	0.9	1.5	16.4	---	2.8	22.8	3.7	0.6
	M	101	100.0	1.0	1.0	---	---	5.9	19.8	---	1.0	---	1.0	2.0	2.0	6.9	---	---	45.5	11.9	2.0
	F	223	100.0	---	---	---	0.9	40.4	12.6	4.9	2.2	---	---	0.4	1.3	20.6	---	4.0	12.6	---	---
HSP	T	7,649	100.0	1.2	1.8	0.1	0.8	16.1	15.7	2.2	1.3	***	0.7	0.5	1.3	17.7	0.5	7.3	27.9	3.4	1.7
	M	3,216	100.0	2.3	3.8	0.1	1.8	9.3	24.4	1.9	2.1	***	0.2	0.6	1.2	1.9	0.7	1.0	37.0	7.5	4.0
	F	4,433	100.0	0.3	0.3	---	0.1	21.0	9.3	2.4	0.7	---	1.0	0.4	1.3	29.1	0.3	12.0	21.3	0.4	0.1
AAB	T	59	100.0	---	---	---	---	27.1	27.1	1.7	1.7	---	3.4	---	3.4	25.4	1.7	1.7	6.8	---	---
	M	17	100.0	---	---	---	---	11.8	29.4	---	---	---	11.8	---	5.9	29.4	5.9	---	5.9	---	---
	F	42	100.0	---	---	---	---	33.3	26.2	2.4	2.4	---	---	---	2.4	23.8	---	2.4	7.1	---	---
IND	T	855	100.0	0.5	0.8	---	0.6	6.3	5.6	0.2	0.4	---	0.2	0.2	3.0	46.2	0.4	4.2	28.5	1.5	1.3
	M	241	100.0	0.8	2.5	---	0.8	4.6	11.6	0.4	0.4	---	---	0.4	4.1	16.6	---	1.2	51.5	2.5	2.5
	F	614	100.0	0.3	0.2	---	0.5	7.0	3.3	0.2	0.3	---	0.3	0.2	2.6	57.8	0.5	5.4	19.5	1.1	0.8

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

NEW YORK
NO. OF DISTRICTS (SAMPLED) -- 477
NO. OF SCHOOLS INCLUDED ---- 3,955

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	285,492	116,143	169,349	250,803	34,689	25,199	8,536	728	226
OFFICIALS/ADMIN/MANAGERS	3,084	2,613	471	2,878	206	153	48	4	1
PRINCIPALS	4,115	3,514	601	3,777	338	275	55	4	4
ASST PRINCIPALS, TEACH	1,337	1,000	337	1,224	113	90	21	2	---
ASST PRINCIPALS, N.T.	2,948	2,292	656	2,627	321	275	41	4	1
ELEMENTARY TEACHERS	79,513	19,552	59,961	72,634	6,879	4,970	1,643	237	29
SECONDARY TEACHERS	70,913	42,033	28,880	68,180	2,733	1,913	640	154	26
OTHER TEACHERS	13,124	5,097	8,027	11,825	1,299	990	265	38	6
GUIDANCE	4,925	2,779	2,146	4,573	352	283	59	9	1
PSYCHOLOGICAL	1,310	716	594	1,255	55	37	12	5	1
LIBRARIANS/AUDIO-VISUAL	3,998	656	3,342	3,814	184	155	11	18	---
CONSULTANTS/SUPER OF INST	2,186	1,319	867	1,937	249	166	50	8	25
OTHER PROFESSIONALS	8,276	2,817	5,459	7,179	1,097	796	224	52	25
TEACHERS AIDES	20,758	1,756	19,002	11,570	9,188	6,251	2,829	81	27
TECHNICIANS	1,212	588	624	1,032	180	144	19	16	1
CLERICAL/SECRETARIAL	19,552	766	18,786	17,856	1,696	1,301	357	24	14
SERVICE WORKERS	37,749	20,393	17,356	30,596	7,153	5,400	1,664	40	49
SKILLED CRAFT	6,501	5,259	1,242	4,764	1,737	1,317	382	26	12
LABORERS, UNSKILLED	3,991	2,993	998	3,082	909	683	216	6	4
TOTAL, PART-TIME	37,883	9,510	28,373	35,348	2,535	1,941	471	77	46
PROFESSIONAL/INSTRUCTION	26,879	5,594	21,285	25,081	1,798	1,366	364	33	35
ALL OTHER	11,004	3,916	7,088	10,267	737	575	107	44	11
TOTAL, NEW HIRES	10,093	3,410	6,683	9,275	818	484	300	20	14
PROFESSIONAL STAFF	6,849	2,407	4,442	6,372	477	242	211	18	6
NON-PROFESSIONAL STAFF	3,244	1,003	2,241	2,903	341	242	89	2	8

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

NEW YORK
NO. OF DISTRICTS (SAMPLED) — 477
NO. OF SCHOOLS INCLUDED —— 3,955

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	105,529	10,614	7,364	2,916	256	78	145,274	24,075	17,835	5,620	472	148
OFFICIALS/ADMIN/MANAGERS	2,503	110	83	25	2	---	375	96	70	23	2	1
PRINCIPALS	3,312	202	156	39	4	3	465	136	119	16	---	1
ASST PRINCIPALS, TEACH	944	56	41	13	2	---	280	57	49	8	---	---
ASST PRINCIPALS, N.T.	2,134	158	122	31	4	1	493	163	153	10	---	---
ELEMENTARY TEACHERS	18,133	1,419	885	478	52	4	54,501	5,460	4,085	1,165	185	25
SECONDARY TEACHERS	40,931	1,102	727	288	71	16	27,249	1,631	1,186	352	83	10
OTHER TEACHERS	4,669	428	313	98	16	1	7,156	871	677	167	22	5
GUIDANCE	2,674	105	81	21	3	---	1,899	247	202	38	6	1
PSYCHOLOGICAL	691	25	13	9	3	---	564	30	24	3	2	1
LIBRARIANS/AUDIO-VISUAL	634	22	16	4	2	---	3,180	162	139	7	16	---
CONSULTANTS/SUPER OF INST	1,228	91	59	19	5	8	709	158	107	31	3	17
OTHER PROFESSIONALS	2,406	411	277	93	32	9	4,773	686	519	131	20	16
TEACHERS AIDES	734	1,022	658	352	10	2	10,836	8,166	5,593	2,477	71	25
TECHNICIANS	533	55	37	9	9	---	499	125	107	10	7	1
CLERICAL/SECRETARIAL	573	193	127	61	4	1	17,283	1,503	1,174	296	20	13
SERVICE WORKERS	16,984	3,409	2,460	906	21	22	13,612	3,744	2,940	758	19	27
SKILLED CRAFT	4,131	1,128	809	298	14	7	633	609	508	84	12	5
LABORERS, UNSKILLED	2,315	678	500	172	2	4	767	231	183	44	4	---
TOTAL, PART-TIME	8,806	704	487	178	32	7	26,542	1,831	1,454	293	45	39
PROFESSIONAL/INSTRUCTION	5,166	428	297	122	7	2	19,915	1,370	1,069	242	26	33
ALL OTHER	3,640	276	190	56	25	5	6,627	461	385	51	19	6
TOTAL, NEW HIRES	3,147	263	156	95	7	5	6,128	555	328	205	13	9
PROFESSIONAL STAFF	2,254	153	85	60	5	3	4,118	324	157	151	13	3
NON-PROFESSIONAL STAFF	893	110	71	35	2	2	2,010	231	171	54	---	6

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEW YORK
NO. OF DISTRICTS (SAMPLED) -- 477
NO. OF SCHOOLS INCLUDED ---- 3,955

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	285,492	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	116,143	40.7	84.7	85.4	74.8	77.7	24.6	59.3	38.8	56.4	54.7	16.4	60.3	34.0	8.5	48.5	3.9	54.0	80.9	75.0
	F	169,349	59.3	15.3	14.6	25.2	22.3	75.4	40.7	61.2	43.6	45.3	83.6	39.7	66.0	91.5	51.5	96.1	46.0	19.1	25.0
W*	T	250,803	87.8	93.4	91.8	91.5	89.1	91.3	96.1	90.1	92.9	95.8	95.4	88.6	86.8	55.7	85.2	91.3	81.1	73.2	77.2
	M	105,529	37.0	81.2	80.5	70.6	72.4	22.8	57.7	35.6	54.3	52.7	15.9	56.2	29.1	3.5	44.0	2.9	45.0	63.5	58.0
	F	145,274	50.9	12.2	11.3	20.9	16.7	68.5	38.4	54.5	38.6	43.1	79.5	32.4	57.7	52.2	41.2	88.4	36.1	9.7	19.2
MIN	T	34,689	12.2	6.7	8.2	8.5	10.9	8.7	3.9	9.9	7.1	4.2	4.7	11.4	13.3	44.2	14.8	8.7	18.9	26.8	22.8
	M	10,614	3.7	3.6	4.9	4.2	5.4	1.8	1.6	3.3	2.1	1.9	0.6	4.2	5.0	4.9	4.5	1.0	9.0	17.4	17.0
	F	24,075	8.4	3.1	3.3	4.3	5.5	6.9	2.3	6.6	5.0	2.3	4.1	7.2	8.3	39.3	10.3	7.7	9.9	9.4	5.8
BL*	T	25,199	8.8	5.0	6.7	6.8	9.3	6.2	2.7	7.6	5.7	2.8	3.9	7.6	9.6	30.1	11.9	6.6	14.3	20.2	17.1
	M	7,364	2.6	2.7	3.8	3.1	4.1	1.1	1.0	2.4	1.6	1.0	0.4	2.7	3.3	3.2	3.1	0.6	6.5	12.4	12.5
	F	17,835	6.2	2.3	2.9	3.7	5.2	5.1	1.7	5.2	4.1	1.8	3.5	4.9	6.3	26.9	8.8	6.0	7.8	7.8	4.6
HSP	T	8,536	3.0	1.5	1.3	1.6	1.4	2.1	0.9	2.0	1.2	0.9	0.3	2.3	2.7	13.6	1.5	1.8	4.4	5.9	5.4
	M	2,916	1.0	0.8	0.9	1.0	1.1	0.6	0.4	0.7	0.4	0.7	0.1	0.9	1.1	1.7	0.7	0.3	2.4	4.6	4.3
	F	5,620	2.0	0.7	0.4	0.6	0.3	1.5	0.5	1.3	0.8	0.2	0.2	1.4	1.6	11.9	0.8	1.5	2.0	1.3	1.1
AAS	T	728	0.3	0.2	0.1	0.1	0.1	0.3	0.2	0.3	0.2	0.4	0.5	0.3	0.6	0.3	1.3	0.1	0.2	0.4	0.2
	M	256	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.2	0.4	***	0.7	***	0.1	0.2	0.1
	F	472	0.2	0.1	---	---	---	0.2	0.1	0.2	0.1	0.2	0.4	0.1	0.2	0.3	0.6	0.1	0.1	0.2	0.1
IND	T	226	0.1	---	0.1	---	---	---	---	---	---	0.1	---	0.2	0.3	0.2	0.1	0.1	0.2	0.2	0.1
	M	78	***	---	0.1	---	***	***	***	***	---	---	---	0.4	0.1	***	---	***	0.1	0.1	0.1
	F	148	0.1	***	***	---	---	***	***	***	***	0.1	---	0.8	0.2	0.1	0.1	0.1	0.1	0.1	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NEW YORK
NO. OF DISTRICTS (SAMPLED) -- 477
NO. OF SCHOOLS INCLUDED ---- 3,955

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	285,492	100.0	1.1	1.4	0.5	1.0	27.9	24.8	4.6	1.7	0.5	1.4	0.8	2.9	7.3	0.4	6.8	13.2	2.3	1.4
	M	116,143	100.0	2.2	3.0	0.9	2.0	16.8	36.2	4.4	2.4	0.6	0.6	1.1	2.4	1.5	0.5	0.7	17.6	4.5	2.6
	F	169,349	100.0	0.3	0.4	0.2	0.4	35.4	17.1	4.7	1.3	0.4	2.0	0.5	3.2	11.2	0.4	11.1	10.2	0.7	0.6
WH*	T	250,803	100.0	1.1	1.5	0.5	1.0	29.0	27.2	4.7	1.8	0.5	1.5	0.8	2.9	4.6	0.4	7.1	12.2	1.9	1.2
	M	105,529	100.0	2.4	3.1	0.9	2.0	17.2	38.8	4.4	2.5	0.7	0.6	1.2	2.3	0.7	0.5	0.5	16.1	3.9	2.2
	F	145,274	100.0	0.3	0.3	0.2	0.3	37.5	18.8	4.9	1.3	0.4	2.2	0.5	3.2	7.5	0.3	11.9	9.4	0.4	0.5
MIN	T	34,689	100.0	0.6	1.0	0.3	0.9	19.8	7.9	3.7	1.0	0.2	0.5	0.7	3.2	26.5	0.5	4.9	20.6	5.0	2.6
	M	10,614	100.0	1.0	1.9	0.5	1.5	13.4	10.4	4.0	1.0	0.2	0.2	0.9	3.9	9.6	0.5	1.8	32.1	10.6	6.4
	F	24,075	100.0	0.4	0.6	0.2	0.7	22.7	6.8	3.6	1.0	0.1	0.7	0.7	2.8	33.9	0.5	6.2	15.6	2.5	1.0
BL*	T	25,199	100.0	0.6	1.1	0.4	1.1	19.7	7.6	3.9	1.1	0.1	0.6	0.7	3.2	24.8	0.6	5.2	21.4	5.2	2.7
	M	7,364	100.0	1.1	2.1	0.6	1.7	12.0	9.9	4.3	1.1	0.2	0.2	0.8	3.8	8.9	0.5	1.7	33.4	11.0	6.8
	F	17,835	100.0	0.4	0.7	0.3	0.9	22.9	6.6	3.8	1.1	0.1	0.8	0.6	2.9	31.4	0.6	6.6	16.5	2.8	1.0
HSP	T	8,536	100.0	0.6	0.6	0.2	0.5	19.2	7.5	3.1	0.7	0.1	0.1	0.6	2.6	33.1	0.2	4.2	19.5	4.5	2.5
	M	2,916	100.0	0.9	1.3	0.4	1.1	16.4	9.9	3.4	0.7	0.3	0.1	0.7	3.2	12.1	0.3	2.1	31.1	10.2	5.9
	F	5,620	100.0	0.4	0.3	0.1	0.2	20.7	6.3	3.0	0.7	0.1	0.1	0.6	2.3	44.1	0.2	5.3	13.5	1.5	0.8
AAB	T	728	100.0	0.5	0.5	0.3	0.5	32.6	21.2	5.2	1.2	0.7	2.5	1.1	7.1	11.1	2.2	3.3	5.5	3.6	0.8
	M	256	100.0	0.8	1.6	0.8	1.6	20.3	27.7	6.3	1.2	1.2	0.8	2.0	12.5	3.9	3.5	1.6	8.2	5.5	0.8
	F	472	100.0	0.4	---	---	---	39.2	17.6	4.7	1.3	0.4	3.4	0.6	4.2	15.0	1.5	4.2	4.0	2.5	0.8
IND	T	226	100.0	0.4	1.8	---	0.4	12.8	11.5	2.7	0.4	0.4	---	11.1	11.1	11.9	0.4	6.2	21.7	5.3	1.8
	M	78	100.0	---	3.8	---	1.3	5.1	20.5	1.3	---	---	---	10.3	11.5	2.6	---	1.3	28.2	9.0	5.1
	F	148	100.0	0.7	0.7	---	---	16.9	6.8	3.4	0.7	0.7	---	11.5	10.8	16.9	0.7	8.8	18.2	3.4	---

* NOT OF HISPANIC ORIGIN. & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

NORTH CAROLINA
NO. OF DISTRICTS (SAMPLED) -- 140
NO. OF SCHOOLS INCLUDED ---- 2,001

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	95,662	23,095	72,567	69,443	26,219	25,205	91	60	863
OFFICIALS/ADMIN/MANAGERS	704	591	113	620	84	81	---	---	3
PRINCIPALS	2,016	1,831	185	1,622	394	376	---	---	18
ASST PRINCIPALS, TEACH	465	362	103	321	144	138	---	---	6
ASST PRINCIPALS, N.T.	668	585	83	398	270	263	1	---	6
ELEMENTARY TEACHERS	30,696	3,299	27,397	23,442	7,254	6,945	9	20	280
SECONDARY TEACHERS	18,601	7,461	11,140	14,801	3,800	3,594	60	13	133
OTHER TEACHERS	3,794	780	3,014	2,836	958	887	2	3	66
GUIDANCE	1,306	334	972	1,001	305	292	1	1	11
PSYCHOLOGICAL	121	46	75	112	9	8	---	1	---
LIBRARIANS/AUDIO-VISUAL	1,809	77	1,732	1,420	389	377	1	2	9
CONSULTANTS/SUPER OF INST	774	250	524	642	132	124	1	1	6
OTHER PROFESSIONALS	1,963	403	1,560	1,582	381	359	1	3	18
TEACHERS AIDES	8,053	199	7,854	5,376	2,677	2,559	3	5	110
TECHNICIANS	551	284	267	374	177	176	---	---	1
CLERICAL/SECRETARIAL	4,640	87	4,553	4,007	633	605	4	1	23
SERVICE WORKERS	17,232	4,361	12,871	9,069	8,163	7,996	6	9	152
SKILLED CRAFT	1,846	1,771	75	1,603	243	223	---	1	19
LABORERS, UNSKILLED	423	374	49	217	206	202	2	---	2
TOTAL, PART-TIME	8,296	2,946	5,350	6,150	2,146	2,110	1	7	28
PROFESSIONAL/INSTRUCTION	6,397	2,489	3,908	4,496	1,901	1,872	1	6	22
ALL OTHER	1,899	457	1,442	1,654	245	238	---	1	6
TOTAL, NEW HIRES	9,335	2,178	7,157	7,063	2,272	2,189	15	12	56
PROFESSIONAL STAFF	5,853	1,304	4,549	4,881	972	930	9	5	28
NON-PROFESSIONAL STAFF	3,482	874	2,608	2,182	1,300	1,259	6	7	28

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

NORTH CAROLINA
NO. OF DISTRICTS (SAMPLED) -- 140
NO. OF SCHOOLS INCLUDED ---- 2,001

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	16,416	6,679	6,383	33	16	247	53,027	19,540	18,822	58	44	616
OFFICIALS/ADMIN/MANAGERS	525	66	63	---	---	3	95	18	18	---	---	---
PRINCIPALS	1,474	357	339	---	---	18	148	37	37	---	---	---
ASST PRINCIPALS, TEACH	250	112	108	---	---	4	71	32	30	---	---	2
ASST PRINCIPALS, N.T.	348	237	230	1	---	6	50	33	33	---	---	---
ELEMENTARY TEACHERS	2,472	827	764	4	2	57	20,970	6,427	6,181	5	18	223
SECONDARY TEACHERS	6,062	1,399	1,301	21	8	69	8,739	2,401	2,293	39	5	64
OTHER TEACHERS	610	170	161	1	---	8	2,226	788	726	1	3	58
GUIDANCE	268	66	58	---	---	8	733	239	234	1	1	3
PSYCHOLOGICAL	43	3	2	---	1	---	69	6	6	---	---	---
LIBRARIANS/AUDIO-VISUAL	69	8	7	---	---	1	1,351	381	370	1	2	8
CONSULTANTS/SUPER OF INST	220	30	26	---	1	3	422	102	98	1	---	3
OTHER PROFESSIONALS	322	81	72	1	---	8	1,260	300	287	---	3	10
TEACHERS AIDES	104	95	94	---	---	1	5,272	2,582	2,465	3	5	109
TECHNICIANS	155	129	129	---	---	---	219	48	47	---	---	1
CLERICAL/SECRETARIAL	75	12	11	---	---	1	3,932	621	594	4	1	22
SERVICE WORKERS	1,683	2,678	2,631	3	3	41	7,386	5,485	5,365	3	6	111
SKILLED CRAFT	1,534	237	219	---	1	17	69	6	4	---	---	2
LABORERS, UNSKILLED	202	172	168	2	---	2	15	34	34	---	---	---
TOTAL, PART-TIME	2,066	880	873	---	---	7	4,084	1,266	1,237	1	7	21
PROFESSIONAL/INSTRUCTION	1,667	822	815	---	---	7	2,829	1,079	1,057	1	6	15
ALL OTHER	399	58	58	---	---	---	1,255	187	180	---	1	6
TOTAL, NEW HIRES	1,534	644	633	3	1	7	5,529	1,628	1,556	12	11	49
PROFESSIONAL STAFF	1,097	207	205	---	---	2	3,784	765	725	9	5	26
NON-PROFESSIONAL STAFF	437	437	428	3	1	5	1,745	863	831	3	6	23

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NORTH CAROLINA
NO. OF DISTRICTS (SAMPLED) -- 140
NO. OF SCHOOLS INCLUDED ---- 2,001

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	95,662	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	23,095	24.1	83.9	90.8	77.8	87.6	10.7	40.1	20.6	25.6	38.0	4.3	32.3	20.5	2.5	51.5	1.9	25.3	95.9	88.4
	F	72,567	75.9	16.1	9.2	22.2	12.4	89.3	59.9	79.4	74.4	62.0	95.7	67.7	79.5	97.5	48.5	98.1	74.7	4.1	11.6
WH*	T	69,443	72.6	88.1	80.4	69.1	59.6	76.4	79.6	74.8	76.6	92.5	78.5	82.9	80.6	66.8	67.8	86.3	52.7	86.8	51.3
	M	16,416	17.2	74.6	73.1	53.8	52.1	8.1	32.6	16.1	20.5	35.5	3.8	28.4	16.4	1.3	28.1	1.6	9.8	83.1	47.8
	F	53,027	55.4	13.5	7.3	15.3	7.5	68.3	47.0	58.7	56.1	57.0	74.7	54.5	64.2	65.5	39.7	84.7	42.9	3.7	3.5
MIN	T	26,219	27.4	12.0	19.5	31.0	40.4	23.6	20.4	25.3	23.4	7.5	21.5	17.1	19.4	33.3	32.1	13.7	47.3	13.1	48.7
	M	6,679	7.0	9.4	17.7	24.1	35.5	2.7	7.5	4.5	5.1	2.5	0.4	3.9	4.1	1.2	23.4	0.3	15.5	12.8	40.7
	F	19,540	20.4	2.6	1.8	6.9	4.9	20.9	12.9	20.8	18.3	5.0	21.1	13.2	15.3	32.1	8.7	13.4	31.8	0.3	8.0
BL*	T	25,205	26.3	11.5	18.6	29.7	39.3	22.6	19.3	23.3	22.3	6.7	20.9	16.1	18.3	31.8	31.9	13.0	46.4	12.1	47.7
	M	6,383	6.7	8.9	16.8	23.2	34.4	2.5	7.0	4.2	4.4	1.7	0.4	3.4	3.7	1.2	23.4	0.2	15.3	11.9	39.7
	F	18,822	19.7	2.6	1.8	6.5	4.9	20.1	12.3	19.1	17.9	5.0	20.5	12.7	14.6	30.6	8.5	12.8	31.1	0.2	8.0
HSP	T	91	0.1	---	---	---	0.1	---	0.3	---	0.1	---	0.1	0.1	0.1	---	---	0.1	---	---	0.5
	M	33	***	---	---	---	0.1	***	0.1	***	---	---	---	---	0.1	---	---	---	***	---	0.5
	F	58	0.1	---	---	---	---	***	0.2	***	0.1	---	0.1	0.1	---	***	---	0.1	***	---	---
AA#	T	60	0.1	---	---	---	---	0.1	---	0.1	0.1	0.8	0.1	0.1	0.2	0.1	---	---	---	0.1	---
	M	16	***	---	---	---	---	***	***	---	---	0.8	---	0.1	---	---	---	---	***	0.1	---
	F	44	***	---	---	---	---	0.1	***	0.1	0.1	---	0.1	---	0.2	0.1	---	***	***	---	---
IND	T	863	0.9	0.4	0.9	1.3	0.9	0.9	0.7	1.7	0.8	---	0.5	0.8	0.9	1.4	0.2	0.5	0.8	1.0	0.5
	M	247	0.3	0.4	0.9	0.9	0.9	0.2	0.4	0.2	0.6	---	0.1	0.4	0.4	***	---	***	0.2	0.9	0.5
	F	616	0.6	---	---	0.4	---	0.7	0.3	1.5	0.2	---	0.4	0.4	0.5	1.4	0.2	0.5	0.6	0.1	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NORTH CAROLINA
NO. OF DISTRICTS (SAMPLED) -- 140
NO. OF SCHOOLS INCLUDED ----- 2,001

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	95,662	100.0	0.7	2.1	0.5	0.7	32.1	19.4	4.0	1.4	0.1	1.9	0.8	2.1	8.4	0.6	4.9	18.0	1.9	0.4
	M	23,095	100.0	2.6	7.9	1.6	2.5	14.3	32.3	3.4	1.4	0.2	0.3	1.1	1.7	0.9	1.2	0.4	18.9	7.7	1.6
	F	72,567	100.0	0.2	0.3	0.1	0.1	37.8	15.4	4.2	1.3	0.1	2.4	0.7	2.1	10.8	0.4	6.3	17.7	0.1	0.1
WH*	T	69,443	100.0	0.9	2.3	0.5	0.6	33.8	21.3	4.1	1.4	0.2	2.0	0.9	2.3	7.7	0.5	5.8	13.1	2.3	0.3
	M	16,416	100.0	3.2	9.0	1.5	2.1	15.1	36.9	3.7	1.6	0.3	0.4	1.3	2.0	0.6	0.9	0.5	10.3	9.3	1.2
	F	53,027	100.0	0.2	0.3	0.1	0.1	39.5	16.5	4.2	1.4	0.1	2.5	0.8	2.4	9.9	0.4	7.4	13.9	0.1	***
MIN	T	26,219	100.0	0.3	1.5	0.5	1.0	27.7	14.5	3.7	1.2	***	1.5	0.5	1.5	10.2	0.7	2.4	31.1	0.9	0.8
	M	6,679	100.0	1.0	5.3	1.7	3.5	12.4	20.9	2.5	1.0	***	0.1	0.4	1.2	1.4	1.9	0.2	40.1	3.5	2.6
	F	19,540	100.0	0.1	0.2	0.2	0.2	32.9	12.3	4.0	1.2	***	1.9	0.5	1.5	13.2	0.2	3.2	28.1	***	0.2
BL*	T	25,205	100.0	0.3	1.5	0.5	1.0	27.6	14.3	3.5	1.2	***	1.5	0.5	1.4	10.2	0.7	2.4	31.7	0.9	0.8
	M	6,383	100.0	1.0	5.3	1.7	3.6	12.0	20.4	2.5	0.9	***	0.1	0.4	1.1	1.5	2.0	0.2	41.2	3.4	2.6
	F	18,822	100.0	0.1	0.2	0.2	0.2	32.8	12.2	3.9	1.2	***	2.0	0.5	1.5	13.1	0.2	3.2	28.5	***	0.2
HSP	T	91	100.0	---	---	---	1.1	9.9	65.9	2.2	1.1	---	1.1	1.1	1.1	3.3	---	4.4	6.6	---	2.2
	M	33	100.0	---	---	---	3.0	12.1	63.6	3.0	---	---	---	---	3.0	---	---	---	9.1	---	6.1
	F	58	100.0	---	---	---	---	8.6	67.2	1.7	1.7	---	1.7	1.7	---	5.2	---	6.9	5.2	---	---
AAS	T	60	100.0	---	---	---	---	33.3	21.7	5.0	1.7	1.7	3.3	1.7	5.0	8.3	---	1.7	15.0	1.7	---
	M	16	100.0	---	---	---	---	12.5	50.0	---	---	6.3	---	6.3	---	---	---	---	18.8	6.3	---
	F	44	100.0	---	---	---	---	40.9	11.4	6.8	2.3	---	4.5	---	6.8	11.4	---	2.3	13.6	---	---
IND	T	863	100.0	0.3	2.1	0.7	0.7	32.4	15.4	7.6	1.3	---	1.0	0.7	2.1	12.7	0.1	2.7	17.6	2.2	0.2
	M	247	100.0	1.2	7.3	1.6	2.4	23.1	27.9	3.2	3.2	---	0.4	1.2	3.2	0.4	---	0.4	16.6	6.9	0.8
	F	616	100.0	---	---	0.3	---	36.2	10.4	9.4	0.5	---	1.3	0.5	1.6	17.7	0.2	3.6	18.0	0.3	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

NORTH DAKOTA
NO. OF DISTRICTS (SAMPLED) -- 35
NO. OF SCHOOLS INCLUDED ---- 168

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	8,889	3,888	5,001	8,798	91	9	6	3	73
OFFICIALS/ADMIN/MANAGERS	185	175	10	185	---	---	---	---	---
PRINCIPALS	279	271	8	279	---	---	---	---	---
ASST PRINCIPALS, TEACH	28	24	4	28	---	---	---	---	---
ASST PRINCIPALS, N.T.	33	32	1	33	---	---	---	---	---
ELEMENTARY TEACHERS	2,873	645	2,228	2,863	10	4	---	---	6
SECONDARY TEACHERS	2,480	1,636	844	2,475	5	1	2	---	2
OTHER TEACHERS	220	49	171	220	---	---	---	---	---
GUIDANCE	108	82	26	107	1	---	---	1	---
PSYCHOLOGICAL	13	5	8	13	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	134	31	103	133	1	---	---	---	1
CONSULTANTS/SUPER OF INST	16	11	5	16	---	---	---	---	---
OTHER PROFESSIONALS	83	13	70	83	---	---	---	---	---
TEACHERS AIDES	441	16	425	411	30	1	---	---	29
TECHNICIANS	24	15	9	24	---	---	---	---	---
CLERICAL/SECRETARIAL	466	3	463	457	9	1	1	---	7
SERVICE WORKERS	1,285	721	564	1,262	23	2	3	2	16
SKILLED CRAFT	79	74	5	67	12	---	---	---	12
LABORERS, UNSKILLED	142	85	57	142	---	---	---	---	---
TOTAL, PART-TIME	1,322	403	919	1,313	9	3	1	2	3
PROFESSIONAL/INSTRUCTION	760	245	515	754	6	3	---	2	1
ALL OTHER	562	158	404	559	3	---	1	---	2
TOTAL, NEW HIRES	1,085	380	705	1,062	23	10	2	3	8
PROFESSIONAL STAFF	818	319	499	809	9	7	1	---	1
NON-PROFESSIONAL STAFF	267	61	206	253	14	3	1	3	7

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

NORTH DAKOTA
NO. OF DISTRICTS (SAMPLED) -- 35
NO. OF SCHOOLS INCLUDED ---- 168

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	3,852	36	2	5	3	26	4,946	55	7	1	---	47
OFFICIALS/ADMIN/MANAGERS	175	---	---	---	---	---	10	---	---	---	---	---
PRINCIPALS	271	---	---	---	---	---	8	---	---	---	---	---
ASST PRINCIPALS, TEACH	24	---	---	---	---	---	4	---	---	---	---	---
ASST PRINCIPALS, N.T.	32	---	---	---	---	---	1	---	---	---	---	---
ELEMENTARY TEACHERS	643	2	---	---	---	2	2,220	8	4	---	---	4
SECONDARY TEACHERS	1,633	3	1	2	---	---	842	2	---	---	---	2
OTHER TEACHERS	49	---	---	---	---	---	171	---	---	---	---	---
GUIDANCE	81	1	---	---	1	---	26	---	---	---	---	---
PSYCHOLOGICAL	5	---	---	---	---	---	8	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	31	---	---	---	---	---	102	1	---	---	---	1
CONSULTANTS/SUPER OF INST	11	---	---	---	---	---	5	---	---	---	---	---
OTHER PROFESSIONALS	13	---	---	---	---	---	70	---	---	---	---	---
TEACHERS AIDES	16	---	---	---	---	---	395	30	1	---	---	29
TECHNICIANS	15	---	---	---	---	---	9	---	---	---	---	---
CLERICAL/SECRETARIAL	3	---	---	---	---	---	424	9	1	1	---	7
SERVICE WORKERS	699	22	1	3	2	16	563	1	1	---	---	---
SKILLED CRAFT	66	8	---	---	---	8	1	4	---	---	---	4
LABORERS, UNSKILLED	85	---	---	---	---	---	57	---	---	---	---	---
TOTAL, PART-TIME	401	2	1	---	1	---	912	7	2	1	1	3
PROFESSIONAL/INSTRUCTION	243	2	1	---	1	---	511	4	2	---	1	1
ALL OTHER	158	---	---	---	---	---	401	3	---	1	---	2
TOTAL, NEW HIRES	364	16	4	2	3	7	698	7	6	---	---	1
PROFESSIONAL STAFF	315	4	3	1	---	---	494	5	4	---	---	1
NON-PROFESSIONAL STAFF	49	12	1	1	3	7	204	2	2	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NORTH DAKOTA
NO. OF DISTRICTS (SAMPLED) --- 35
NO. OF SCHOOLS INCLUDED ----- 168

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	8,889	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	3,888	43.7	94.6	97.1	85.7	97.0	22.5	66.0	22.3	75.9	38.5	23.1	68.8	15.7	3.6	62.5	0.6	56.1	93.7	59.9
	F	5,001	56.3	5.4	2.9	14.3	3.0	77.5	34.0	77.7	24.1	61.5	76.9	31.3	84.3	96.4	37.5	99.4	43.9	6.3	40.1
WH*	T	8,798	99.0	100.0	100.0	100.0	100.0	99.7	99.8	100.0	99.1	100.0	99.2	100.0	100.0	93.2	100.0	98.0	98.2	84.8	100.0
	M	3,852	43.3	94.6	97.1	85.7	97.0	22.4	65.8	22.3	75.0	38.5	23.1	68.8	15.7	3.6	62.5	0.6	54.4	83.5	59.9
	F	4,946	55.6	5.4	2.9	14.3	3.0	77.3	34.0	77.7	24.1	61.5	76.1	31.3	84.3	89.6	37.5	97.4	43.8	1.3	40.1
MIN	T	91	1.0	---	---	---	---	0.4	0.2	---	0.9	---	0.7	---	---	6.8	---	1.9	1.8	15.2	---
	M	36	0.4	---	---	---	---	0.1	0.1	---	0.9	---	---	---	---	---	---	---	1.7	10.1	---
	F	55	0.6	---	---	---	---	0.3	0.1	---	---	---	0.7	---	---	6.8	---	1.9	0.1	5.1	---
BL*	T	9	0.1	---	---	---	---	0.1	---	---	---	---	---	---	---	0.2	---	0.2	0.2	---	---
	M	2	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	0.1	---	---
	F	7	0.1	---	---	---	---	0.1	---	---	---	---	---	---	---	0.2	---	0.2	0.1	---	---
HSP	T	6	0.1	---	---	---	---	---	0.1	---	---	---	---	---	---	---	---	0.2	0.2	---	---
	M	5	0.1	---	---	---	---	---	0.1	---	---	---	---	---	---	---	---	---	0.2	---	---
	F	1	***	---	---	---	---	---	---	---	---	---	---	---	---	---	---	0.2	---	---	---
AAS	T	3	***	---	---	---	---	---	---	---	0.9	---	---	---	---	---	---	---	0.2	---	---
	M	3	***	---	---	---	---	---	---	---	0.9	---	---	---	---	---	---	---	0.2	---	---
	F	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
IND	T	73	0.8	---	---	---	---	0.2	0.1	---	---	---	0.7	---	---	6.6	---	1.5	1.2	15.2	---
	M	26	0.3	---	---	---	---	0.1	---	---	---	---	---	---	---	---	---	---	1.2	10.1	---
	F	47	0.5	---	---	---	---	0.1	0.1	---	---	---	0.7	---	---	6.6	---	1.5	---	5.1	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

NORTH DAKOTA
NO. OF DISTRICTS (SAMPLED) -- 35
NO. OF SCHOOLS INCLUDED ---- 168

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	8,889	100.0	2.1	3.1	0.3	0.4	32.3	27.9	2.5	1.2	0.1	1.5	0.2	0.9	5.0	0.3	5.2	14.5	0.9	1.6
	M	3,888	100.0	4.5	7.0	0.6	0.8	16.6	42.1	1.3	2.1	0.1	0.8	0.3	0.3	0.4	0.4	0.1	18.5	1.9	2.2
	F	5,001	100.0	0.2	0.2	0.1	***	44.6	16.9	3.4	0.5	0.2	2.1	0.1	1.4	8.5	0.2	9.3	11.3	0.1	1.1
WH*	T	8,798	100.0	2.1	3.2	0.3	0.4	32.5	28.1	2.5	1.2	0.1	1.5	0.2	0.9	4.7	0.3	5.2	14.3	0.8	1.6
	M	3,852	100.0	4.5	7.0	0.6	0.8	16.7	42.4	1.3	2.1	0.1	0.8	0.3	0.3	0.4	0.4	0.1	18.1	1.7	2.2
	F	4,946	100.0	0.2	0.2	0.1	***	44.9	17.0	3.5	0.5	0.2	2.1	0.1	1.4	8.0	0.2	9.2	11.4	***	1.2
MIN	T	91	100.0	---	---	---	---	11.0	5.5	---	1.1	---	1.1	---	---	33.0	---	9.9	25.3	13.2	---
	M	36	100.0	---	---	---	---	5.6	8.3	---	2.8	---	---	---	---	---	---	---	61.1	22.2	---
	F	55	100.0	---	---	---	---	14.5	3.6	---	---	---	1.8	---	---	54.5	---	16.4	1.8	7.3	---
BL*	T	9	100.0	---	---	---	---	44.4	11.1	---	---	---	---	---	---	11.1	---	11.1	22.2	---	---
	M	2	100.0	---	---	---	---	---	50.0	---	---	---	---	---	---	---	---	---	50.0	---	---
	F	7	100.0	---	---	---	---	57.1	---	---	---	---	---	---	---	14.3	---	14.3	14.3	---	---
HSP	T	6	100.0	---	---	---	---	---	33.3	---	---	---	---	---	---	---	---	16.7	50.0	---	---
	M	5	100.0	---	---	---	---	---	40.0	---	---	---	---	---	---	---	---	---	60.0	---	---
	F	1	100.0	---	---	---	---	---	---	---	---	---	---	---	---	---	---	100.0	---	---	---
AA#	T	3	100.0	---	---	---	---	---	---	---	33.3	---	---	---	---	---	---	---	66.7	---	---
	M	3	100.0	---	---	---	---	---	---	---	33.3	---	---	---	---	---	---	---	66.7	---	---
	F	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
IND	T	73	100.0	---	---	---	---	8.2	2.7	---	---	---	1.4	---	---	39.7	---	9.6	21.9	16.4	---
	M	26	100.0	---	---	---	---	7.7	---	---	---	---	---	---	---	---	---	---	61.5	30.8	---
	F	47	100.0	---	---	---	---	8.5	4.3	---	---	---	2.1	---	---	61.7	---	14.9	---	8.5	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

OHIO
NO. OF DISTRICTS (SAMPLED) -- 469
NO. OF SCHOOLS INCLUDED ---- 3,692

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	170,959	62,499	108,460	154,792	16,167	15,536	395	197	39
OFFICIALS/ADMIN/MANAGERS	2,303	1,838	465	2,066	237	228	5	2	2
PRINCIPALS	3,729	3,263	466	3,486	243	238	4	---	1
ASST PRINCIPALS, TEACH	160	134	26	158	2	2	---	---	---
ASST PRINCIPALS, N.T.	1,365	1,168	197	1,144	221	217	1	1	2
ELEMENTARY TEACHERS	51,924	8,490	43,434	48,038	3,886	3,734	68	74	10
SECONDARY TEACHERS	43,297	24,946	18,351	40,687	2,610	2,446	94	57	13
OTHER TEACHERS	6,188	1,794	4,394	5,356	832	807	7	17	1
GUIDANCE	3,077	1,670	1,407	2,810	267	258	3	5	1
PSYCHOLOGICAL	532	255	277	501	31	30	1	---	---
LIBRARIANS/AUDIO-VISUAL	2,346	268	2,078	2,177	169	161	2	6	---
CONSULTANTS/SUPER OF INST	1,064	469	595	831	233	230	2	---	1
OTHER PROFESSIONALS	3,031	811	2,220	2,602	429	417	11	1	---
TEACHERS AIDES	7,604	229	7,375	5,345	2,259	2,178	73	8	---
TECHNICIANS	581	209	372	500	81	81	---	---	---
CLERICAL/SECRETARIAL	10,114	129	9,985	9,162	952	915	26	7	4
SERVICE WORKERS	30,169	13,923	16,246	26,810	3,359	3,250	88	18	3
SKILLED CRAFT	2,031	1,837	194	1,905	126	122	4	---	---
LABORERS, UNSKILLED	1,444	1,066	378	1,214	230	222	6	1	1
TOTAL, PART-TIME	22,383	3,968	18,415	19,403	2,980	2,872	88	20	---
PROFESSIONAL/INSTRUCTION	17,205	2,705	14,500	14,582	2,623	2,525	85	13	---
ALL OTHER	5,178	1,263	3,915	4,821	357	347	3	7	---
TOTAL, NEW HIRES	13,690	4,504	9,186	12,652	1,038	969	46	19	4
PROFESSIONAL STAFF	10,358	3,538	6,820	9,744	614	573	24	14	3
NON-PROFESSIONAL STAFF	3,332	966	2,366	2,908	424	396	22	5	1

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

OHIO
NO. OF DISTRICTS (SAMPLED) -- 469
NO. OF SCHOOLS INCLUDED ---- 3,692

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	57,786	4,713	4,540	116	46	11	97,006	11,454	10,996	279	151	28
OFFICIALS/ADMIN/MANAGERS	1,726	112	104	5	1	2	340	125	124	---	1	---
PRINCIPALS	3,119	144	139	4	---	1	367	99	99	---	---	---
ASST PRINCIPALS, TEACH	133	1	1	---	---	---	25	1	1	---	---	---
ASST PRINCIPALS, N.T.	1,028	140	137	---	1	2	116	81	80	1	---	---
ELEMENTARY TEACHERS	8,104	386	367	15	2	2	39,934	3,500	3,367	53	72	8
SECONDARY TEACHERS	23,920	1,026	953	44	25	4	16,767	1,584	1,493	50	32	9
OTHER TEACHERS	1,617	177	170	3	4	---	3,739	655	637	4	13	1
GUIDANCE	1,578	92	86	2	4	---	1,232	175	172	1	1	1
PSYCHOLOGICAL	246	9	9	---	---	---	255	22	21	1	---	---
LIBRARIANS/AUDIO-VISUAL	263	5	3	1	1	---	1,914	164	158	1	5	---
CONSULTANTS/SUPER OF INST	437	32	32	---	---	---	394	201	198	2	---	1
OTHER PROFESSIONALS	679	132	128	3	1	---	1,923	297	289	8	---	---
TEACHERS AIDES	119	110	108	2	---	---	5,226	2,149	2,070	71	8	---
TECHNICIANS	186	23	23	---	---	---	314	58	58	---	---	---
CLERICAL/SECRETARIAL	119	10	10	---	---	---	9,043	942	905	26	7	4
SERVICE WORKERS	11,931	1,992	1,958	28	6	---	14,879	1,367	1,292	60	12	3
SKILLED CRAFT	1,715	122	119	3	---	---	190	4	3	1	---	---
LABORERS, UNSKILLED	866	200	193	6	1	---	348	30	29	---	---	1
TOTAL, PART-TIME	3,425	543	520	21	2	---	15,978	2,437	2,352	67	18	---
PROFESSIONAL/INSTRUCTION	2,272	433	413	19	1	---	12,310	2,190	2,112	66	12	---
ALL OTHER	1,153	110	107	2	1	---	3,668	247	240	1	6	---
TOTAL, NEW HIRES	4,209	295	278	13	4	---	8,443	743	691	33	15	4
PROFESSIONAL STAFF	3,346	192	178	10	4	---	6,398	422	395	14	10	3
NON-PROFESSIONAL STAFF	863	103	100	3	---	---	2,045	321	296	19	5	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

OHIO
NO. OF DISTRICTS (SAMPLED) -- 469
NO. OF SCHOOLS INCLUDED ---- 3,692

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	170,959	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	62,499	36.6	79.8	87.5	83.8	85.6	16.4	57.6	29.0	54.3	47.9	11.4	44.1	26.8	3.0	36.0	1.3	46.2	90.4	73.8
	F	108,460	63.4	20.2	12.5	16.3	14.4	83.6	42.4	71.0	45.7	52.1	88.6	55.9	73.2	97.0	64.0	98.7	53.8	9.6	26.2
WH*	T	154,792	90.5	89.7	93.4	98.7	83.8	92.5	93.9	86.5	91.3	94.1	92.8	78.1	85.8	70.3	86.0	90.6	88.8	93.8	84.1
	M	57,786	33.8	74.9	83.6	83.1	75.3	15.6	55.2	26.1	51.3	46.2	11.2	41.1	22.4	1.6	32.0	1.2	39.5	84.4	60.0
	F	97,006	56.7	14.8	9.8	15.6	8.5	76.9	38.7	60.4	40.0	47.9	81.6	37.0	63.4	68.7	54.0	89.4	49.3	9.4	24.1
MIN	T	16,167	9.5	10.3	6.6	1.2	16.2	7.4	6.1	13.5	8.7	5.8	7.2	21.9	14.2	29.7	14.0	9.4	11.1	6.2	16.0
	M	4,713	2.8	4.9	3.9	0.6	10.3	0.7	2.4	2.9	3.0	1.7	0.2	3.0	4.4	1.4	4.0	0.1	6.6	6.0	13.9
	F	11,454	6.7	5.4	2.7	0.6	5.9	6.7	3.7	10.6	5.7	4.1	7.0	18.9	9.8	28.3	10.0	9.3	4.9	0.2	2.1
BL*	T	15,536	9.1	9.9	6.4	1.2	15.9	7.2	5.6	13.0	8.4	5.6	6.8	21.6	13.7	28.6	14.0	9.0	10.8	6.0	15.4
	M	4,540	2.7	4.5	3.7	0.6	10.0	0.7	2.2	2.7	2.8	1.7	0.1	3.0	4.2	1.4	4.0	0.1	6.5	5.9	13.4
	F	10,996	6.4	5.4	2.7	0.6	5.9	6.5	3.4	10.3	5.6	3.9	6.7	18.6	9.5	27.2	10.0	8.9	4.3	0.1	2.0
HSP	T	395	0.2	0.2	0.1	---	0.1	0.1	0.2	0.1	0.1	0.2	---	0.2	0.4	0.9	---	0.3	0.3	0.1	0.4
	M	116	0.1	0.2	0.1	---	---	***	0.1	***	0.1	---	***	---	0.1	***	---	---	0.1	0.1	0.4
	F	279	0.2	---	---	---	0.1	0.1	0.1	0.1	***	0.2	***	0.2	0.3	0.9	---	0.3	0.2	***	---
AA#	T	197	0.1	---	---	---	0.1	0.1	0.2	0.3	0.1	---	0.2	---	---	0.1	---	0.1	---	---	0.1
	M	46	***	***	---	---	0.1	***	0.1	0.1	0.1	---	***	---	***	---	---	---	***	---	0.1
	F	151	0.1	***	---	---	---	0.1	0.1	0.2	***	---	0.2	---	---	0.1	---	0.1	***	---	---
IND	T	39	***	0.1	---	---	0.1	---	---	---	---	---	---	0.1	---	---	---	---	---	---	0.1
	M	11	***	0.1	***	---	0.1	***	***	---	---	---	---	---	---	---	---	---	---	---	---
	F	28	***	---	---	---	---	***	***	***	***	---	---	0.1	---	---	---	***	***	---	0.1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

OHIO
NO. OF DISTRICTS (SAMPLED) -- 469
NO. OF SCHOOLS INCLUDED ---- 3,692

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	170,959	100.0	1.3	2.2	0.1	0.8	30.4	25.3	3.6	1.8	0.3	1.4	0.6	1.8	4.4	0.3	5.9	17.6	1.2	0.2
	M	62,499	100.0	2.9	5.2	0.2	1.9	13.6	39.9	2.9	2.7	0.4	0.4	0.8	1.3	0.4	0.3	0.2	22.3	2.9	1.7
	F	108,460	100.0	0.4	0.4	***	0.2	40.0	16.9	4.1	1.3	0.3	1.9	0.5	2.0	6.8	0.3	9.2	15.0	0.2	0.2
WH*	T	154,792	100.0	1.3	2.3	0.1	0.7	31.0	26.3	3.5	1.8	0.3	1.4	0.5	1.7	3.5	0.3	5.9	17.3	1.2	0.8
	M	57,786	100.0	3.0	5.4	0.2	1.8	14.0	41.4	2.8	2.7	0.4	0.5	0.8	1.2	0.2	0.3	0.2	20.6	3.0	1.5
	F	97,006	100.0	0.4	0.4	***	0.1	41.2	17.3	5.9	1.3	0.3	2.0	0.4	2.0	5.4	0.3	9.3	15.3	0.2	0.4
MIN	T	16,167	100.0	1.5	1.5	***	1.4	24.0	16.1	5.1	1.7	0.2	1.0	1.4	2.7	14.0	0.5	5.9	20.8	0.8	1.4
	M	4,713	100.0	2.4	3.1	***	3.0	8.2	21.8	3.8	2.0	0.2	0.1	0.7	2.8	2.3	0.5	0.2	42.3	2.6	4.2
	F	11,454	100.0	1.1	0.9	***	0.7	30.6	13.8	5.7	1.5	0.2	1.4	1.8	2.6	18.8	0.5	8.2	11.9	***	0.3
BL*	T	15,536	100.0	1.5	1.5	***	1.4	24.0	15.7	5.2	1.7	0.2	1.0	1.5	2.7	14.0	0.5	5.9	20.9	0.8	1.4
	M	4,540	100.0	2.3	3.1	***	3.0	8.1	21.0	3.7	1.9	0.2	0.1	0.7	2.8	2.4	0.5	0.2	43.1	2.6	4.3
	F	10,996	100.0	1.1	0.9	***	0.7	30.6	13.6	5.8	1.6	0.2	1.4	1.8	2.6	18.8	0.5	8.2	11.7	***	0.3
HSP	T	395	100.0	1.3	1.0	---	0.3	17.2	23.8	1.8	0.8	0.3	0.5	0.5	2.8	18.5	---	6.6	22.3	1.0	1.3
	M	116	100.0	4.3	3.4	---	---	12.9	37.9	2.6	1.7	---	0.9	---	2.6	1.7	---	---	24.1	2.6	5.2
	F	279	100.0	---	---	---	0.4	19.0	17.9	1.4	0.4	0.4	0.4	0.7	2.9	25.4	---	9.3	21.5	0.4	---
AA@	T	197	100.0	1.0	---	---	0.5	37.6	28.9	8.6	2.5	---	3.0	---	0.5	4.1	---	3.6	9.1	---	0.5
	M	46	100.0	2.2	---	---	2.2	4.3	54.3	8.7	8.7	---	2.2	---	2.2	---	---	---	13.0	---	2.2
	F	151	100.0	0.7	---	---	---	47.7	21.2	8.6	0.7	---	3.3	---	---	5.3	---	4.6	7.9	---	---
IND	T	39	100.0	5.1	2.6	---	5.1	25.6	33.3	2.6	2.6	---	---	2.6	---	---	---	10.3	7.7	---	2.6
	M	11	100.0	18.2	9.1	---	18.2	18.2	36.4	---	---	---	---	---	---	---	---	---	---	---	---
	F	28	100.0	---	---	---	---	28.6	32.1	3.6	3.6	---	---	3.6	---	---	---	14.3	10.7	---	3.6

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

OKLAHOMA
NO. OF DISTRICTS (SAMPLED) -- 130
NO. OF SCHOOLS INCLUDED ---- 887

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN*	INDIAN
TOTAL, FULL-TIME STAFF	43,747	14,818	28,929	37,961	5,786	3,009	190	61	2,526
OFFICIALS/ADMIN/MANAGERS	715	646	69	658	57	17	1	---	39
PRINCIPALS	1,349	1,220	129	1,224	125	47	---	---	78
ASST PRINCIPALS, TEACH	123	114	9	113	10	4	1	---	5
ASST PRINCIPALS, N.T.	252	234	18	201	51	37	---	---	14
ELEMENTARY TEACHERS	12,116	1,177	10,939	10,742	1,374	705	19	5	645
SECONDARY TEACHERS	12,544	6,120	6,424	11,242	1,302	616	37	9	640
OTHER TEACHERS	1,048	195	853	877	171	111	4	---	56
GUIDANCE	797	350	447	638	159	92	3	---	64
PSYCHOLOGICAL	89	22	67	81	8	5	---	---	3
LIBRARIANS/AUDIO-VISUAL	515	37	478	480	35	24	1	---	10
CONSULTANTS/SUPER OF INST	177	58	119	139	38	25	1	---	12
OTHER PROFESSIONALS	451	86	365	355	96	48	3	1	44
TEACHERS AIDES	1,877	36	1,841	1,186	691	250	37	15	389
TECHNICIANS	170	76	94	142	28	17	---	3	8
CLERICAL/SECRETARIAL	2,458	34	2,424	2,216	242	117	16	4	105
SERVICE WORKERS	7,557	3,290	4,267	6,328	1,229	792	56	21	360
SKILLED CRAFT	735	682	53	675	60	42	3	1	14
LABORERS, UNSKILLED	774	441	333	664	110	60	8	2	40
TOTAL, PART-TIME	3,718	1,480	2,238	3,342	376	217	22	9	128
PROFESSIONAL/INSTRUCTION	2,979	1,252	1,727	2,661	318	186	16	7	109
ALL OTHER	739	228	511	681	58	31	6	2	19
TOTAL, NEW HIRES	5,567	2,081	3,486	4,767	800	425	49	22	304
PROFESSIONAL STAFF	4,021	1,484	2,537	3,602	419	176	23	1	219
NON-PROFESSIONAL STAFF	1,546	597	949	1,165	381	249	26	21	85

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

OKLAHOMA
NO. OF DISTRICTS (SAMPLED) -- 130
NO. OF SCHOOLS INCLUDED ---- 887

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	12,783	2,035	1,060	66	27	882	25,178	3,751	1,949	124	34	1,644
OFFICIALS/ADMIN/MANAGERS	595	51	15	1	---	35	63	6	2	---	---	4
PRINCIPALS	1,105	115	41	---	---	74	119	10	6	---	---	4
ASST PRINCIPALS, TEACH	106	8	4	---	---	4	7	2	---	1	---	1
ASST PRINCIPALS, N.T.	189	45	33	---	---	12	12	6	4	---	---	2
ELEMENTARY TEACHERS	1,021	156	69	6	---	81	9,721	1,218	636	13	5	564
SECONDARY TEACHERS	5,489	631	251	17	4	359	5,753	671	365	20	5	281
OTHER TEACHERS	161	34	15	1	---	18	716	137	96	3	---	38
GUIDANCE	286	64	29	---	---	35	352	95	63	3	---	29
PSYCHOLOGICAL	21	1	---	---	---	1	60	7	5	---	---	2
LIBRARIANS/AUDIO-VISUAL	36	1	1	---	---	---	444	34	23	1	---	10
CONSULTANTS/SUPER OF INST	47	11	5	---	---	6	92	27	20	1	---	6
OTHER PROFESSIONALS	60	26	15	---	1	10	295	70	33	3	---	34
TEACHERS AIDES	15	21	4	---	3	14	1,171	670	246	37	12	375
TECHNICIANS	63	13	8	---	3	2	79	15	9	---	---	6
CLERICAL/SECRETARIAL	29	5	---	---	1	4	2,187	237	117	16	3	101
SERVICE WORKERS	2,575	715	487	30	12	186	3,753	514	305	26	9	174
SKILLED CRAFT	627	55	41	3	1	10	48	5	1	---	---	4
LABORERS, UNSKILLED	358	83	42	8	2	31	306	27	18	---	---	9
TOTAL, PART-TIME	1,311	169	89	5	3	72	2,031	207	128	17	6	56
PROFESSIONAL/INSTRUCTION	1,095	157	84	3	2	68	1,566	161	102	13	5	41
ALL OTHER	216	12	5	2	1	4	465	46	26	4	1	15
TOTAL, NEW HIRES	1,764	317	160	10	9	138	3,003	483	265	39	13	166
PROFESSIONAL STAFF	1,328	156	54	6	1	95	2,274	263	122	17	---	124
NON-PROFESSIONAL STAFF	436	161	106	4	8	43	729	220	143	22	13	42

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

OKLAHOMA
NO. OF DISTRICTS (SAMPLED) — 130
NO. OF SCHOOLS INCLUDED —— 887

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN.	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	43,747	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	14,818	33.9	90.3	90.4	92.7	92.9	9.7	48.8	18.6	43.9	24.7	7.2	32.8	19.1	1.9	44.7	1.4	43.5	92.8	57.0
	F	28,929	66.1	9.7	9.6	7.3	7.1	90.3	51.2	81.4	56.1	75.3	92.8	67.2	80.9	98.1	55.3	98.6	56.5	7.2	43.0
WHI*	T	37,961	86.8	92.0	90.7	91.9	79.8	88.6	89.7	83.7	80.1	91.0	93.2	78.6	78.7	63.2	83.6	90.2	83.8	91.8	85.8
	M	12,783	29.2	83.2	81.9	86.2	75.0	8.4	43.8	15.4	35.9	23.6	7.0	26.6	13.3	0.8	37.1	1.2	34.1	85.3	46.3
	F	25,178	57.6	8.8	8.8	5.7	4.8	80.2	45.9	68.3	44.2	67.4	86.2	52.0	65.4	62.4	46.5	89.0	49.7	6.9	39.5
MIN	T	5,786	13.2	7.9	9.2	8.1	20.3	11.4	10.3	16.3	19.9	9.0	6.8	21.5	21.3	36.8	16.4	9.8	16.3	8.2	14.2
	M	2,035	4.7	7.1	8.5	6.5	17.9	1.3	5.0	3.2	8.0	1.1	0.2	6.2	5.8	1.1	7.6	0.2	9.5	7.5	10.7
	F	3,751	8.6	0.8	0.7	1.6	2.4	10.1	5.3	13.1	11.9	7.9	6.6	15.3	15.5	35.7	8.8	9.6	6.8	0.7	3.5
BLA	T	3,009	6.9	2.4	3.4	3.3	14.7	5.8	4.9	10.6	11.5	5.6	4.7	14.1	10.6	13.3	10.0	4.8	10.4	5.7	7.7
	M	1,060	2.4	2.1	3.0	3.3	13.1	0.6	2.0	1.4	3.6	---	0.2	2.8	3.3	0.2	4.7	---	6.4	5.6	5.4
	F	1,949	4.5	0.3	0.4	---	1.6	5.2	2.9	9.2	7.9	5.6	4.5	11.3	7.3	13.1	5.3	4.8	4.0	0.1	2.3
HSP	T	190	0.4	0.1	---	0.8	---	0.1	0.3	0.4	0.4	---	0.2	0.6	0.7	2.0	---	0.7	0.7	0.4	1.0
	M	66	0.2	0.1	---	---	---	***	0.1	0.1	---	---	---	---	---	---	---	---	0.4	0.4	1.0
	F	124	0.3	---	---	0.8	---	0.1	0.2	0.3	0.4	---	0.2	0.6	0.7	2.0	---	0.7	0.3	---	---
AAS	T	61	0.1	---	---	---	---	---	---	---	---	---	---	---	0.2	0.8	1.8	0.1	0.3	0.1	0.3
	M	27	0.1	---	---	---	---	---	***	---	---	---	---	---	0.2	0.2	1.8	***	0.2	0.1	0.3
	F	34	0.1	---	---	---	---	***	***	---	---	---	---	---	---	0.6	---	0.1	0.1	---	---
IND	T	2,526	5.8	5.5	5.8	4.1	5.6	5.4	5.1	5.3	8.0	3.3	1.9	6.8	9.7	20.7	4.7	4.3	4.8	1.9	5.2
	M	882	2.0	4.9	5.5	3.3	4.8	0.7	2.9	1.7	4.4	1.1	---	3.4	2.2	0.7	1.2	0.2	2.5	1.4	4.0
	F	1,644	3.8	0.6	0.3	0.8	0.8	4.7	2.2	3.6	3.6	2.2	1.9	3.4	7.5	20.0	3.5	4.1	2.3	0.5	1.2

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

OKLAHOMA
NO. OF DISTRICTS (SAMPLED) --- 130
NO. OF SCHOOLS INCLUDED ----- 867

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ ALDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	43,747	100.0	1.6	3.1	0.3	0.6	27.7	28.7	2.4	1.8	0.2	1.2	0.4	1.0	4.3	C.4	5.6	17.2	1.7	1.8
	M	14,818	100.0	4.4	8.2	0.8	1.6	7.9	41.3	1.3	2.4	0.1	0.2	0.4	0.6	0.2	0.5	0.2	22.2	4.6	3.0
	F	28,929	100.0	0.2	0.4	***	0.1	37.8	22.2	2.9	1.5	0.2	1.7	0.4	1.3	6.4	0.3	8.4	14.7	0.2	1.2
WHI*	T	37,961	100.0	1.7	3.2	0.3	0.5	28.3	29.6	2.3	1.7	0.2	1.3	0.4	0.9	3.1	0.4	5.8	16.7	1.8	1.7
	M	12,783	100.0	4.7	8.6	0.8	1.5	8.0	42.9	1.3	2.2	0.2	0.3	0.4	0.5	0.1	0.5	0.2	20.1	4.9	2.8
	F	25,178	100.0	0.3	0.5	***	***	38.6	22.8	2.8	1.4	0.2	1.8	0.4	1.2	4.7	0.3	8.7	14.9	0.2	1.2
MIN	T	5,786	100.0	1.0	2.2	0.2	0.9	23.7	22.5	3.0	2.7	0.1	0.6	0.7	1.7	11.9	0.5	4.2	21.2	1.0	1.9
	M	2,035	100.0	2.5	5.7	0.4	2.2	7.7	31.0	1.7	3.1	***	***	0.5	1.3	1.0	0.6	0.2	35.1	2.7	4.1
	F	3,751	100.0	0.2	0.3	0.1	0.2	32.5	17.9	3.7	2.5	0.2	0.9	0.7	1.9	17.9	0.4	6.3	13.7	0.1	0.7
BL*	T	3,009	100.0	0.6	1.6	0.1	1.2	23.4	20.5	3.7	3.1	0.2	0.8	0.8	1.6	8.3	0.6	3.9	26.3	1.4	2.0
	M	1,060	100.0	1.4	3.9	0.4	3.1	6.5	23.7	1.4	2.7	---	0.1	0.5	1.4	0.4	0.8	---	45.9	3.9	4.0
	F	1,949	100.0	0.1	0.3	---	0.2	32.6	18.7	4.9	3.2	0.3	1.2	1.0	1.7	12.6	0.5	6.0	15.6	0.1	0.9
HSP	T	190	100.0	0.5	---	0.5	---	10.0	19.5	2.1	1.6	---	0.5	0.5	1.6	19.5	---	8.4	29.5	1.6	4.2
	M	66	100.0	1.5	---	---	---	9.1	25.8	1.5	---	---	---	---	---	---	---	---	45.5	4.5	12.1
	F	124	100.0	---	---	0.8	---	10.5	16.1	2.4	2.4	---	0.8	0.8	2.4	29.8	---	12.9	21.0	---	---
AAS	T	61	100.0	---	---	---	---	8.2	14.8	---	---	---	---	---	1.6	24.6	4.9	6.6	34.4	1.6	3.3
	M	27	100.0	---	---	---	---	---	14.8	---	---	---	---	---	3.7	11.1	11.1	3.7	44.4	3.7	7.4
	F	34	100.0	---	---	---	---	14.7	14.7	---	---	---	---	---	---	35.3	---	8.8	26.5	---	---
IND	T	2,526	100.0	1.5	3.1	0.2	0.6	25.5	25.3	2.2	2.5	0.1	0.4	0.5	1.7	15.4	0.3	4.2	14.2	0.6	1.6
	M	882	100.0	4.0	8.4	0.5	1.4	9.2	40.7	2.0	4.0	0.1	---	0.7	1.1	1.6	0.2	0.5	21.1	1.1	3.5
	F	1,644	100.0	0.2	0.2	0.1	0.1	34.3	17.1	2.3	1.8	0.1	0.6	0.4	2.1	22.8	0.4	6.1	10.6	0.2	0.5

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

OREGON
NO. OF DISTRICTS (SAMPLED) -- 97
NO. OF SCHOOLS INCLUDED ---- 887

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN*	INDIAN
TOTAL, FULL-TIME STAFF	40,226	17,276	22,950	38,916	1,310	567	269	298	176
OFFICIALS/ADMIN/MANAGERS	652	531	121	627	25	14	3	4	4
PRINCIPALS	944	886	58	932	12	5	2	1	4
ASST PRINCIPALS, TEACH	131	60	71	131	---	---	---	---	---
ASST PRINCIPALS, N.T.	337	298	39	319	18	4	3	3	8
ELEMENTARY TEACHERS	11,429	2,916	8,513	11,097	332	134	44	125	29
SECONDARY TEACHERS	10,048	6,488	3,560	9,831	217	45	53	70	49
OTHER TEACHERS	907	286	621	883	24	10	3	11	---
GUIDANCE	896	506	390	862	34	19	5	4	6
PSYCHOLOGICAL	50	23	27	50	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	814	153	661	808	6	1	1	2	2
CONSULTANTS/SUPER OF INST	320	207	113	303	17	11	2	1	3
OTHER PROFESSIONALS	676	215	461	639	37	12	10	7	8
TEACHERS AIDES	2,771	205	2,566	2,435	336	188	80	41	27
TECHNICIANS	304	162	142	288	16	11	2	1	2
CLERICAL/SECRETARIAL	3,043	51	2,992	2,953	90	52	22	11	5
SERVICE WORKERS	5,260	2,941	2,319	5,156	104	41	32	15	16
SKILLED CRAFT	952	861	91	928	24	13	5	1	5
LABORERS, UNSKILLED	692	487	205	674	18	7	2	1	8
TOTAL, PART-TIME	5,995	1,158	4,837	5,778	217	110	34	35	38
PROFESSIONAL/INSTRUCTION	4,587	749	3,838	4,399	188	106	29	17	36
ALL OTHER	1,408	409	999	1,379	29	4	5	18	2
TOTAL, NEW HIRES	4,391	1,577	2,814	4,166	225	68	83	39	35
PROFESSIONAL STAFF	2,704	1,093	1,611	2,614	90	15	31	26	18
NON-PROFESSIONAL STAFF	1,687	484	1,203	1,552	135	53	52	13	17

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

OREGON
NO. OF DISTRICTS (SAMPLED) -- 97
NO. OF SCHOOLS INCLUDED ---- 887

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	16,831	445	177	101	90	77	22,085	865	390	168	208	99
OFFICIALS/ADMIN/MANAGERS	519	12	7	1	1	3	108	13	7	2	3	1
PRINCIPALS	877	9	3	2	---	4	55	3	2	---	1	---
ASST PRINCIPALS, TEACH	60	---	---	---	---	---	71	---	---	---	---	---
ASST PRINCIPALS, N.T.	283	15	1	3	3	8	36	3	3	---	---	---
ELEMENTARY TEACHERS	2,851	65	22	12	21	10	8,246	267	112	27	104	19
SECONDARY TEACHERS	6,365	123	26	33	37	27	3,466	94	19	20	33	22
OTHER TEACHERS	273	13	7	2	4	---	610	11	3	1	7	---
GUIDANCE	489	17	8	2	3	4	373	17	11	3	1	2
PSYCHOLOGICAL	23	---	---	---	---	---	27	---	---	---	---	---
LIBRARIANS/AUD.-VISUAL	152	1	---	---	1	---	656	5	1	1	1	2
CONSULTANTS/SUPER OF INST	197	10	6	1	1	2	106	7	5	1	---	1
OTHER PROFESSIONALS	202	1	4	5	3	1	437	24	8	5	4	7
TEACHERS AIDES	156	49	29	13	7	---	2,279	287	159	67	34	27
TECHNICIANS	151	11	9	---	1	1	137	5	2	2	---	1
CLERICAL/SECRETARIAL	42	9	8	---	---	1	2,911	81	44	22	11	4
SERVICE WORKERS	2,874	67	30	20	6	11	2,282	37	11	12	9	5
SKILLED CRAFT	839	22	13	5	1	3	89	2	---	---	---	2
LABORERS, UNSKILLED	478	9	4	2	1	2	196	9	3	---	---	6
TOTAL, PART-TIME	1,097	61	45	4	3	9	4,681	156	65	30	32	29
PROFESSIONAL/INSTRUCTION	692	57	44	3	2	8	3,707	131	62	26	15	28
ALL OTHER	405	4	1	1	1	1	974	25	3	4	17	1
TOTAL, NEW HIRES	1,507	70	27	18	10	15	2,659	155	41	65	29	20
PROFESSIONAL STAFF	1,059	34	4	9	8	13	1,555	56	11	22	18	5
NON-PROFESSIONAL STAFF	448	36	23	9	2	2	1,104	99	30	43	11	15

* NOT OF HISPANIC ORIGIN. & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

OREGON
NO. OF DISTRICTS (SAMPLED) -- 97
NO. OF SCHOOLS INCLUDED ---- 887

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	40,226	100.0	100.0	100.0	100.0	100.0	.00.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	17,276	42.9	81.4	93.9	45.8	88.4	25.5	64.6	31.5	56.5	46.0	18.8	64.7	31.8	7.4	53.3	1.7	55.9	90.4	70.4
	F	22,950	57.1	18.6	6.1	54.2	11.6	74.5	35.4	68.5	43.5	54.0	81.2	35.3	68.2	92.6	46.7	98.3	44.1	9.6	29.6
WH*	T	38,916	96.7	96.2	98.7	100.0	94.7	97.0	97.8	97.4	96.2	100.0	99.3	94.7	94.5	87.8	94.8	97.1	98.0	97.4	97.4
	M	16,831	41.8	79.6	92.9	45.8	84.0	24.9	63.3	30.1	54.6	46.0	18.7	61.6	29.9	5.6	49.7	1.4	54.6	88.1	69.1
	F	22,085	54.9	16.6	5.8	54.2	10.7	72.1	34.5	67.3	41.6	54.0	80.6	33.1	64.6	82.2	45.1	95.7	43.4	9.3	28.3
MIN	T	1,310	3.3	3.8	1.3	---	5.4	2.9	2.1	2.6	3.8	---	0.7	5.3	5.5	12.2	5.2	3.0	2.0	2.5	2.6
	M	445	1.1	1.8	1.0	---	4.5	0.6	1.2	1.4	1.9	---	0.1	3.1	1.9	1.8	3.6	0.3	1.3	2.3	1.3
	F	865	2.2	2.0	0.3	---	0.9	2.3	0.9	1.2	1.9	---	0.6	2.2	3.6	10.4	1.6	2.7	0.7	0.2	1.3
BL*	T	567	1.4	2.2	0.5	---	1.2	1.2	0.9	1.1	2.1	---	0.1	3.5	1.8	6.7	3.7	1.7	0.8	1.4	1.0
	M	177	0.4	1.1	0.3	---	0.3	0.2	0.3	0.8	0.9	---	---	1.9	0.6	1.0	3.0	0.3	0.6	1.4	0.6
	F	390	1.0	1.1	0.2	---	0.9	1.0	0.2	0.3	1.2	---	0.1	1.6	1.2	5.7	0.7	1.4	0.2	---	0.4
HSP	T	269	0.7	0.5	0.2	---	0.9	0.4	0.5	0.3	0.5	---	0.1	0.6	1.4	2.9	0.7	0.7	0.6	0.5	0.3
	M	101	0.3	0.2	0.2	---	0.9	0.1	0.3	0.2	0.2	---	---	0.3	0.7	0.5	---	---	0.4	0.5	0.3
	F	168	0.4	0.3	---	---	---	0.3	0.2	0.1	0.3	---	0.1	0.3	0.7	2.4	0.7	0.7	0.2	---	---
AAS	T	298	0.7	0.7	0.1	---	0.9	1.1	0.7	1.2	0.4	---	0.2	0.3	1.0	1.5	0.3	0.4	0.3	0.1	0.1
	M	90	0.2	0.2	---	---	0.9	0.2	0.4	0.4	0.3	---	0.1	0.3	0.4	0.3	0.3	---	0.1	0.1	0.1
	F	208	0.5	0.5	0.1	---	---	0.9	0.3	0.8	0.1	---	0.1	---	0.6	1.2	---	0.4	0.2	---	---
IND	T	176	0.4	0.7	0.4	---	2.4	0.3	0.5	---	0.6	---	0.2	0.9	1.1	1.0	0.6	0.1	0.3	0.5	1.2
	M	77	0.2	0.5	0.4	---	2.4	0.1	0.3	---	0.4	---	---	0.6	0.1	---	0.3	***	0.2	0.3	0.3
	F	99	0.2	0.2	---	---	---	0.2	0.2	---	0.2	---	0.2	0.3	1.0	1.0	0.3	0.1	0.1	0.2	0.9

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

OREGON
NO. OF DISTRICTS (SAMPLED) — 97
NO. OF SCHOOLS INCLUDED ——— 887

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	40,226	100.0	1.6	2.3	0.3	0.8	28.4	25.0	2.3	2.2	0.1	2.0	0.8	1.7	6.9	0.8	7.6	13.1	2.4	1.7
	M	17,276	100.0	3.1	5.1	0.3	1.7	16.9	37.6	1.7	2.9	0.1	0.9	1.2	1.2	1.2	0.9	0.3	17.0	5.0	2.8
	F	22,950	100.0	0.5	0.3	0.3	0.2	37.1	15.5	2.7	1.7	0.1	2.9	0.5	2.0	11.2	0.6	13.0	10.1	0.4	0.9
WH*	T	38,916	100.0	1.6	2.4	0.3	0.8	28.5	25.3	2.3	2.2	0.1	2.1	0.8	1.6	6.3	0.7	7.6	13.2	2.4	1.7
	M	16,831	100.0	3.1	5.2	0.4	1.7	16.9	37.8	1.6	2.9	0.1	0.9	1.2	1.2	0.9	0.9	0.2	17.1	5.0	2.8
	F	22,085	100.0	0.5	0.2	0.3	0.2	37.3	15.7	2.8	1.7	0.1	3.0	0.5	2.0	10.3	0.6	13.2	10.3	0.4	0.9
MIN	T	1,310	100.0	1.9	0.9	---	1.4	25.3	16.6	1.8	2.6	---	0.5	1.3	2.8	25.6	1.2	6.9	7.9	1.8	1.4
	M	445	100.0	2.7	2.0	---	3.4	14.6	27.6	2.9	3.8	---	0.2	2.2	2.9	11.0	2.5	2.0	15.1	4.9	2.0
	F	865	100.0	1.5	0.3	---	0.3	30.9	10.9	1.3	2.0	---	0.6	0.8	2.8	32.2	0.6	9.4	4.3	0.2	1.0
BL*	T	567	100.0	2.5	0.9	---	0.7	23.6	7.9	1.8	3.4	---	0.2	1.9	2.1	33.2	1.9	9.2	7.2	2.3	1.2
	M	177	100.0	4.0	1.7	---	0.6	12.4	14.7	4.0	4.5	---	---	2.4	2.3	16.4	5.1	4.5	16.9	7.3	2.3
	F	390	100.0	1.8	0.5	---	0.8	28.7	4.9	0.8	2.8	---	0.3	1.3	2.1	40.8	0.5	11.3	2.8	---	0.8
HSP	T	269	100.0	1.1	0.7	---	1.1	16.4	19.7	1.1	1.9	---	0.4	0.7	3.7	29.7	0.7	8.2	11.9	1.9	0.7
	M	101	100.0	1.0	2.0	---	3.0	11.9	32.7	2.0	2.0	---	---	1.0	5.0	12.9	---	---	19.8	5.0	2.0
	F	168	100.0	1.2	---	---	---	19.0	11.9	0.6	1.8	---	0.6	0.6	3.0	39.9	1.2	13.1	7.1	---	---
AA#	T	298	100.0	1.3	0.3	---	1.0	41.9	23.5	3.7	1.3	---	0.7	0.3	2.3	13.8	0.3	3.7	5.0	0.3	0.3
	M	90	100.0	1.1	---	---	3.3	23.3	41.1	4.4	3.3	---	1.1	1.1	3.3	7.8	1.1	---	6.7	1.1	1.1
	F	208	100.0	1.4	0.5	---	---	50.0	15.9	3.4	0.5	---	0.5	---	1.9	16.3	---	5.3	4.3	---	---
IND	T	176	100.0	2.3	2.3	---	4.5	16.5	27.8	---	3.4	---	1.1	1.7	4.5	15.3	1.1	2.8	9.1	2.8	4.5
	M	77	100.0	3.9	5.2	---	10.4	13.0	35.1	---	5.2	---	---	2.6	1.3	---	1.3	1.3	14.3	3.9	2.6
	F	99	100.0	1.0	---	---	---	19.2	22.2	---	2.0	---	1.0	1.0	7.1	27.3	1.0	4.0	5.1	2.0	6.1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

PENNSYLVANIA
NO. OF DISTRICTS (SAMPLED) -- 446
NO. OF SCHOOLS INCLUDED ---- 3,971

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	179,163	69,742	109,421	161,056	18,107	17,168	606	143	188
OFFICIALS/ADMIN/MANAGERS	2,061	1,828	233	2,002	59	55	3	---	1
PRINCIPALS	2,926	2,660	266	2,747	179	174	3	1	1
ASST PRINCIPALS, TEACH	308	242	66	256	52	52	---	---	---
ASST PRINCIPALS, N.T.	1,256	1,112	144	1,142	114	110	4	---	---
ELEMENTARY TEACHERS	44,966	8,495	36,471	40,421	4,545	4,368	81	33	63
SECONDARY TEACHERS	56,635	32,797	23,838	53,055	3,580	3,358	150	42	30
OTHER TEACHERS	5,637	2,090	3,547	5,173	464	444	12	8	---
GUIDANCE	3,451	1,807	1,644	3,140	311	300	6	4	1
PSYCHOLOGICAL	285	169	116	267	18	14	2	2	---
LIBRARIANS/AUDIO-VISUAL	2,386	397	1,989	2,357	29	22	1	3	3
CONSULTANTS/SUPER OF INST	860	470	390	818	42	41	1	---	---
OTHER PROFESSIONALS	3,320	719	2,601	3,220	100	74	13	9	4
TEACHERS AIDES	8,726	419	8,307	6,197	2,529	2,330	177	10	12
TECHNICIANS	365	175	190	355	10	7	---	---	3
CLERICAL/SECRETARIAL	10,531	258	10,273	10,005	526	489	12	6	19
SERVICE WORKERS	29,828	12,740	17,088	26,038	3,790	3,625	99	16	50
SKILLED CRAFT	1,528	1,483	45	1,376	152	143	5	3	1
LABORERS, UNSKILLED	4,094	1,881	2,213	2,487	1,607	1,562	39	6	---
TOTAL, PART-TIME	22,850	4,652	18,198	21,568	1,282	1,222	34	24	2
PROFESSIONAL/INSTRUCTION	17,868	3,094	14,774	17,018	850	814	21	14	1
ALL OTHER	4,982	1,558	3,424	4,550	432	408	13	10	1
TOTAL, NEW HIRES	8,376	2,778	5,598	7,968	408	331	45	23	9
PROFESSIONAL STAFF	5,731	1,959	3,772	5,535	196	154	23	10	9
NON-PROFESSIONAL STAFF	7,645	819	1,826	2,433	212	177	22	13	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

PENNSYLVANIA
NO. OF DISTRICTS (SAMPLED) --- 446
NO. OF SCHOOLS INCLUDED ---- 3,971

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN@ MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN@ FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	65,107	4,635	4,391	184	50	10	95,949	13,472	12,777	424	93	178
OFFICIALS/ADMIN/MANAGERS	1,785	43	40	2	---	1	217	16	15	1	---	---
PRINCIPALS	2,529	131	126	3	1	1	218	48	48	---	---	---
ASST PRINCIPALS, TEACH	210	32	32	---	---	---	46	20	20	---	---	---
ASST PRINCIPALS, N.T.	1,025	87	83	4	---	---	117	27	27	---	---	---
ELEMENTARY TEACHERS	8,023	472	449	11	8	4	32,398	4,073	3,919	70	25	59
SECONDARY TEACHERS	31,403	1,394	1,315	57	19	3	21,652	2,186	2,043	93	23	27
OTHER TEACHERS	2,006	84	78	5	1	---	3,167	380	366	7	7	---
GUIDANCE	1,733	74	71	3	---	---	1,407	237	229	3	4	1
PSYCHOLOGICAL	161	8	6	1	1	---	106	10	8	1	1	---
LIBRARIANS/AUDIO-VISUAL	397	---	---	---	---	---	1,960	29	22	1	3	3
CONSULTANTS/SUPER OF INST	461	9	9	---	---	---	357	33	32	1	---	---
OTHER PROFESSIONALS	698	21	14	5	2	---	2,522	79	60	8	7	4
TEACHERS AIDES	220	199	180	17	2	---	5,977	2,330	2,150	160	8	12
TECHNICIANS	171	4	4	---	---	---	184	6	3	---	---	3
CLERICAL/SECRETARIAL	232	26	25	---	1	---	9,773	500	464	12	5	19
SERVICE WORKERS	11,366	1,374	1,325	40	9	---	14,672	2,416	2,300	59	7	50
SKILLED CRAFT	1,334	149	140	5	3	1	42	3	3	---	---	---
LABORERS, UNSKILLED	1,353	528	494	31	3	---	1,134	1,079	1,068	8	3	---
TOTAL, PART-TIME	4,323	329	312	11	6	---	17,245	953	910	23	18	2
PROFESSIONAL/INSTRUCTION	2,899	195	185	7	3	---	14,119	655	629	14	11	1
ALL OTHER	1,424	134	127	4	3	---	3,126	298	281	9	7	1
TOTAL, NEW HIRES	2,601	177	142	22	12	1	5,367	231	189	23	11	8
PROFESSIONAL STAFF	1,888	71	59	9	2	1	3,647	125	95	14	8	8
NON-PROFESSIONAL STAFF	713	106	83	13	10	---	1,720	106	94	9	3	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

PENNSYLVANIA
NO. OF DISTRICTS (SAMPLED) -- 446
NO. OF SCHOOLS INCLUDED ---- 3,971

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	179,163	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	69,742	38.9	88.7	90.9	78.6	88.5	18.9	57.9	37.1	52.4	59.3	16.6	54.7	21.7	4.8	47.9	2.4	42.7	97.1	45.9
	F	109,421	61.1	11.3	9.1	21.4	11.5	81.1	42.1	62.9	47.6	40.7	83.4	45.3	78.3	95.2	52.1	97.6	57.3	2.9	54.1
WH*	T	161,056	89.9	97.1	93.9	83.1	90.9	89.8	93.6	91.8	91.0	93.7	98.7	95.1	97.0	71.0	97.2	95.0	87.3	90.0	60.7
	M	65,107	36.3	86.6	86.4	68.2	81.6	17.8	55.4	35.6	50.2	56.5	16.6	53.6	21.0	2.5	46.8	2.2	38.1	87.3	33.0
	F	95,949	53.6	10.5	7.5	14.9	9.3	72.0	38.2	56.2	40.8	37.2	82.1	41.5	76.0	68.5	50.4	92.8	49.2	2.7	27.7
BLK	T	18,107	10.1	2.9	6.1	16.9	9.0	10.1	6.4	8.2	9.0	6.3	1.2	4.8	3.0	29.0	2.7	4.9	12.7	10.0	39.3
	M	4,635	2.6	2.1	4.5	10.4	6.9	1.0	2.5	1.5	2.1	2.8	---	1.0	0.6	2.3	1.1	0.2	4.6	9.8	12.9
	F	13,472	7.5	0.8	1.6	6.5	2.1	9.1	3.9	6.7	6.9	3.5	1.2	3.8	2.4	26.7	1.6	4.7	8.1	0.2	26.4
BLK	T	17,168	9.6	2.6	5.9	16.9	8.7	9.7	5.9	7.9	8.7	4.9	0.9	4.7	2.2	26.7	1.9	4.6	12.1	9.4	38.2
	M	4,391	2.5	1.9	4.3	10.4	6.6	1.0	2.3	1.4	2.1	2.1	---	1.0	0.4	2.1	1.1	0.2	4.4	9.2	12.1
	F	12,777	7.1	0.7	1.6	6.5	2.1	8.7	3.6	6.5	6.6	2.8	0.9	3.7	1.8	24.6	0.8	4.4	7.7	0.2	26.1
HSP	T	608	0.3	0.1	0.1	---	0.3	0.2	0.3	0.2	0.2	0.8	---	0.1	0.4	2.0	---	0.1	0.3	0.3	1.0
	M	184	0.1	0.1	0.1	---	0.3	***	0.1	0.1	0.1	0.4	---	---	0.2	0.2	---	---	0.1	0.3	0.8
	F	424	0.2	***	---	---	---	0.2	0.2	0.1	0.1	0.4	***	0.1	0.2	1.8	---	0.1	0.2	---	0.2
AA@	T	143	0.1	---	---	---	---	0.1	---	0.1	0.1	0.8	0.1	---	0.3	0.1	---	---	---	0.2	0.2
	M	50	***	---	***	---	---	***	***	***	---	0.4	---	---	0.1	***	---	***	***	0.2	0.1
	F	93	0.1	---	---	---	---	0.1	***	0.1	0.1	0.4	0.1	---	0.2	0.1	---	***	***	---	0.1
IND	T	188	0.1	---	---	---	---	0.1	---	---	---	---	0.1	---	0.1	0.1	0.8	0.2	0.2	0.1	---
	M	10	***	***	***	---	---	***	***	---	---	---	---	---	---	---	---	---	---	0.1	---
	F	178	0.1	---	---	---	---	0.1	***	---	***	---	0.1	---	0.1	0.1	0.8	0.2	0.2	---	---

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

PENNSYLVANIA
NO. OF DISTRICTS (SAMPLED) -- 446
NO. OF SCHOOLS INCLUDED ---- 3,971

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	179,163	100.0	1.2	1.6	0.2	0.7	25.1	31.6	3.1	1.9	0.2	1.3	0.5	1.9	4.9	0.2	5.9	16.6	0.9	2.2
	M	69,742	100.0	2.6	3.8	0.3	1.6	12.2	47.0	3.0	2.6	0.2	0.6	0.7	1.0	0.6	0.3	0.4	18.3	2.1	2.7
	F	109,421	100.0	0.2	0.2	0.1	0.1	33.3	21.8	3.2	1.5	0.1	1.8	0.4	[illegible]	7.6	0.2	9.4	15.6	***	2.0
WH*	T	161,056	100.0	1.2	1.7	0.2	0.7	25.1	32.9	3.2	1.9	0.2	1.5	0.5	2.0	3.8	0.2	6.2	16.2	0.9	1.5
	M	65,107	100.0	2.7	3.9	0.3	1.6	12.3	48.2	3.1	2.7	0.2	0.6	0.7	1.1	0.3	0.3	0.4	17.5	2.0	2.1
	F	95,949	100.0	0.2	0.2	***	0.1	33.8	22.6	3.3	1.5	0.1	2.0	0.4	2.6	6.2	0.2	10.2	15.3	***	1.2
MIN	T	18,107	100.0	0.3	1.0	0.3	0.6	25.1	19.8	2.6	1.7	0.1	0.2	0.2	0.6	14.0	0.1	2.9	20.6	0.8	8.9
	M	4,635	100.0	0.9	2.8	0.7	1.9	10.2	30.1	[illegible]	1.6	0.2	---	0.2	0.5	4.3	0.1	0.6	29.6	3.2	11.4
	F	13,472	100.0	0.1	0.4	0.1	0.2	30.2	16.2	[illegible]	1.8	0.1	0.2	0.2	0.6	17.3	***	3.7	17.9	***	8.0
BL*	T	17,168	100.0	0.3	1.0	0.3	0.6	25.4	19.6	2.6	1.7	0.1	0.1	0.2	0.4	13.6	***	2.8	21.1	0.8	9.1
	M	4,391	100.0	0.9	2.9	0.7	1.9	10.2	29.9	1.8	1.6	0.1	---	0.2	0.3	4.1	0.1	0.6	30.2	3.2	11.3
	F	12,777	100.0	0.1	0.4	0.2	0.2	30.7	16.0	2.9	1.8	0.1	0.2	0.3	0.5	16.8	***	3.6	18.0	***	8.4
HSP	T	608	100.0	0.5	0.5	---	0.7	13.3	24.7	2.0	1.0	0.3	0.2	0.2	2.1	29.1	---	2.0	16.3	0.8	6.4
	M	184	100.0	1.1	1.6	---	2.2	6.0	31.0	2.7	1.6	0.5	---	---	2.7	9.2	---	---	21.7	2.7	16.8
	F	424	100.0	0.2	---	---	---	16.5	21.9	1.7	0.7	0.2	0.2	0.2	1.9	37.7	---	2.8	13.9	---	1.9
AA#	T	143	100.0	---	0.7	---	---	23.1	29.4	5.6	2.8	1.4	2.1	---	6.3	7.0	---	4.2	11.2	2.1	4.2
	M	50	100.0	---	2.0	---	---	16.0	38.0	2.0	---	2.0	---	---	4.0	4.0	---	2.0	18.0	6.0	6.0
	F	93	100.0	---	---	---	---	26.9	24.7	7.5	4.3	1.1	3.2	---	7.5	8.6	---	5.4	7.5	---	3.2
IND	T	188	100.0	0.5	0.5	---	---	33.5	16.0	---	0.5	---	1.6	---	2.1	6.4	1.6	10.1	26.6	0.5	---
	M	10	100.0	10.0	10.0	---	---	40.0	30.0	---	---	---	---	---	---	---	---	---	---	10.0	---
	F	178	100.0	---	---	---	---	33.1	15.2	---	0.6	---	1.7	---	2.2	6.7	1.7	10.7	28.1	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

RHODE ISLAND
NO. OF DISTRICTS (SAMPLED) -- 32
NO. OF SCHOOLS INCLUDED ---- 336

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	14,120	5,489	8,631	13,807	313	271	24	13	5
OFFICIALS/ADMIN/MANAGERS	178	145	33	176	2	2	---	---	---
PRINCIPALS	294	243	51	293	1	1	---	---	---
ASST PRINCIPALS, TEACH	17	15	2	16	1	1	---	---	---
ASST PRINCIPALS, N.T.	108	96	12	104	4	4	---	---	---
ELEMENTARY TEACHERS	3,970	542	3,428	3,905	65	51	8	4	2
SECONDARY TEACHERS	4,446	2,642	1,804	4,389	57	45	6	5	1
OTHER TEACHERS	461	112	349	451	10	9	---	1	---
GUIDANCE	366	217	149	359	7	6	1	---	---
PSYCHOLOGICAL	41	17	24	41	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	237	36	201	233	4	2	---	2	---
CONSULTANTS/SUPER OF INST	147	84	63	147	---	---	---	---	---
OTHER PROFESSIONALS	365	76	289	353	12	11	---	1	---
TEACHERS AIDES	699	22	677	618	81	73	7	---	1
TECHNICIANS	45	11	34	45	---	---	---	---	---
CLERICAL/SECRETARIAL	911	22	889	901	10	10	---	---	---
SERVICE WORKERS	1,626	1,033	593	1,578	48	46	1	---	1
SKILLED CRAFT	74	58	16	71	3	2	1	---	---
LABORERS, UNSKILLED	135	118	17	127	8	8	---	---	---
TOTAL, PART-TIME	2,073	517	1,556	2,025	48	45	1	2	---
PROFESSIONAL/INSTRUCTION	943	188	755	916	27	25	---	2	---
ALL OTHER	1,130	329	801	1,109	21	20	1	---	---
TOTAL, NEW HIRES	492	174	318	481	11	8	3	---	---
PROFESSIONAL STAFF	372	141	231	367	5	4	1	---	---
NON-PROFESSIONAL STAFF	120	33	87	114	6	4	2	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

RHODE ISLAND
NO. OF DISTRICTS (SAMPLED) -- 32
NO. OF SCHOOLS INCLUDED ---- 336

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN* MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN* FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	5,392	97	83	10	3	1	8,415	216	188	14	10	4
OFFICIALS/ADMIN/MANAGERS	144	1	1	---	---	---	32	1	1	---	---	---
PRINCIPALS	242	1	1	---	---	---	51	---	---	---	---	---
ASST PRINCIPALS, TEACH	14	1	1	---	---	---	2	---	---	---	---	---
ASST PRINCIPALS, N.T.	92	4	4	---	---	---	12	---	---	---	---	---
ELEMENTARY TEACHERS	534	8	5	3	---	---	3,371	57	46	5	4	2
SECONDARY TEACHERS	2,617	25	18	5	2	---	1,772	32	27	1	3	1
OTHER TEACHERS	109	3	2	---	1	---	342	7	7	---	---	---
GUIDANCE	213	4	3	1	---	---	146	3	3	---	---	---
PSYCHOLOGICAL	17	---	---	---	---	---	24	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	36	---	---	---	---	---	197	4	2	---	2	---
CONSULTANTS/SUPER OF INST	84	---	---	---	---	---	63	---	---	---	---	---
OTHER PROFESSIONALS	71	5	5	---	---	---	282	7	6	---	1	---
TEACHERS AIDES	16	6	5	1	---	---	602	75	68	6	---	1
TECHNICIANS	11	---	---	---	---	---	34	---	---	---	---	---
CLERICAL/SECRETARIAL	22	---	---	---	---	---	879	10	10	---	---	---
SERVICE WORKERS	1,002	31	30	---	---	1	576	17	16	1	---	---
SKILLED CRAFT	56	2	2	---	---	---	15	1	---	1	---	---
LABORERS, UNSKILLED	112	6	6	---	---	---	15	2	2	---	---	---
TOTAL, PART-TIME	502	15	14	---	1	---	1,523	33	31	1	1	---
PROFESSIONAL/INSTRUCTION	182	6	5	---	1	---	734	21	20	---	1	---
ALL OTHER	320	9	9	---	---	---	789	12	11	1	---	---
TOTAL, NEW HIRES	173	1	1	---	---	---	308	10	7	3	---	---
PROFESSIONAL STAFF	140	1	1	---	---	---	227	4	3	1	---	---
NON-PROFESSIONAL STAFF	33	---	---	---	---	---	81	6	4	2	---	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

RHODE ISLAND
NO. OF DISTRICTS (SAMPLED) -- 32
NO. OF SCHOOLS INCLUDED ---- 336

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	14,120	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	5,489	38.9	81.5	82.7	88.2	88.9	13.7	59.4	24.3	59.3	41.5	15.2	57.1	20.8	3.1	24.4	2.4	63.5	78.4	87.4
	F	8,631	61.1	18.5	17.3	11.8	11.1	86.3	40.6	75.7	40.7	58.5	84.8	42.9	79.2	96.9	75.6	97.6	36.5	21.6	12.6
WH*	T	13,807	97.8	98.9	99.6	94.2	96.3	98.4	98.8	97.8	98.1	100.0	98.3	100.0	96.8	88.4	100.0	98.9	97.0	96.0	94.1
	M	5,392	38.2	80.9	82.3	82.4	85.2	13.5	58.9	23.6	58.2	41.5	15.2	57.1	19.5	2.3	24.4	2.4	61.6	75.7	83.0
	F	8,415	59.6	18.0	17.3	11.8	11.1	84.9	39.9	74.2	39.9	58.5	83.1	42.9	77.3	86.1	75.6	96.5	35.4	20.3	11.1
MIN	T	313	2.2	1.2	0.3	5.9	3.7	1.6	1.3	2.2	1.9	---	1.7	---	3.3	11.6	---	1.1	2.9	4.1	5.9
	M	97	0.7	0.6	0.3	5.9	3.7	0.2	0.6	0.7	1.1	---	---	---	1.4	0.9	---	---	1.9	2.7	4.4
	F	216	1.5	0.6	---	---	---	1.4	0.7	1.5	0.8	---	1.7	---	1.9	10.7	---	1.1	1.0	1.4	1.5
BL*	T	271	1.9	1.2	0.3	5.9	3.7	1.3	1.0	1.9	1.6	---	0.8	---	3.0	10.4	---	1.1	2.8	2.7	5.9
	M	83	0.6	0.6	0.3	5.9	3.7	0.1	0.4	0.4	0.8	---	---	---	1.4	0.7	---	---	1.8	2.7	4.4
	F	188	1.3	0.6	---	---	---	1.2	0.6	1.5	0.8	---	0.8	---	1.6	9.7	---	1.1	1.0	---	1.5
HSP	T	24	0.2	---	---	---	---	0.2	0.1	---	0.3	---	---	---	---	1.0	---	---	0.1	1.4	---
	M	10	0.1	---	---	---	---	0.1	0.1	---	0.3	---	---	---	---	0.1	---	---	---	---	---
	F	14	0.1	---	---	---	---	0.1	***	---	---	---	---	---	---	0.9	---	---	0.1	1.4	---
AAB	T	13	0.1	---	---	---	---	0.1	0.1	0.2	---	---	0.8	---	0.3	---	---	---	---	---	---
	M	3	***	---	---	---	---	---	***	0.2	---	---	---	---	---	---	---	---	---	---	---
	F	10	0.1	---	---	---	---	0.1	0.1	---	---	---	0.8	---	0.3	---	---	---	---	---	---
IND	T	5	***	---	---	---	---	0.1	---	---	---	---	---	---	---	0.1	---	---	0.1	---	---
	M	1	***	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	0.1	---	---
	F	4	***	---	---	---	---	0.1	***	---	---	---	---	---	---	0.1	---	---	---	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

RHODE ISLAND
NO. OF DISTRICTS (SAMPLED) — 32
NO. OF SCHOOLS INCLUDED ——— 336

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	14,120	100.0	1.3	2.1	0.1	0.8	28.1	31.5	3.3	2.6	0.3	1.7	1.0	2.6	4.0	0.3	6.5	11.5	0.5	1.0
	M	5,489	100.0	2.6	4.4	0.3	1.7	9.9	48.1	2.0	4.0	0.3	0.7	1.5	1.4	0.4	0.2	0.4	18.8	1.1	2.1
	F	8,631	100.0	0.4	0.6	***	0.1	39.7	20.9	4.0	1.7	0.3	2.3	0.7	3.3	7.8	0.4	10.3	6.9	0.2	0.2
WHI*	T	13,807	100.0	1.3	2.1	0.1	0.8	28.3	31.8	3.3	2.6	0.3	1.7	1.1	2.6	4.5	0.2	6.5	11.4	0.5	0.9
	M	5,392	100.0	2.7	4.5	0.3	1.7	9.9	48.5	2.0	4.0	0.3	0.7	1.6	1.3	0.3	0.2	0.4	18.6	1.0	2.1
	F	8,415	100.0	0.4	0.6	***	0.1	40.1	21.1	4.1	1.7	0.3	2.3	0.7	3.4	7.2	0.4	10.4	6.8	0.2	0.2
MIN	T	313	100.0	0.6	0.3	0.3	1.3	20.8	18.2	3.2	2.2	---	1.3	---	3.8	25.9	---	3.2	15.3	1.0	2.6
	M	97	100.0	1.0	1.0	1.0	4.1	8.2	25.8	3.1	4.1	---	---	---	5.2	6.2	---	---	32.0	2.1	6.2
	F	216	100.0	0.5	---	---	---	26.4	14.8	3.2	1.4	---	1.9	---	3.2	34.7	---	4.6	7.9	0.5	0.9
BL*	T	271	100.0	0.7	0.4	0.4	1.5	18.8	16.6	3.3	2.2	---	0.7	---	4.1	26.9	---	3.7	17.0	0.7	3.0
	M	83	100.0	1.2	1.2	1.2	4.8	6.0	21.7	2.4	3.6	---	---	---	6.0	6.0	---	---	36.1	2.4	7.2
	F	188	100.0	0.5	---	---	---	24.5	14.4	3.7	1.6	---	1.1	---	3.2	36.2	---	5.3	8.5	---	1.1
HSP	T	24	100.0	---	---	---	---	33.3	25.0	---	4.2	---	---	---	---	29.2	---	---	4.2	4.2	---
	M	10	100.0	---	---	---	---	30.0	50.0	---	10.0	---	---	---	---	10.0	---	---	---	---	---
	F	14	100.0	---	---	---	---	35.7	7.1	---	---	---	---	---	---	42.9	---	---	7.1	7.1	---
AAS	T	13	100.0	---	---	---	---	30.8	38.5	7.7	---	---	15.4	---	7.7	---	---	---	---	---	---
	M	3	100.0	---	---	---	---	---	66.7	33.3	---	---	---	---	---	---	---	---	---	---	---
	F	10	100.0	---	---	---	---	40.0	30.0	---	---	---	20.0	---	10.0	---	---	---	---	---	---
IND	T	5	100.0	---	---	---	---	40.0	20.0	---	---	---	---	---	---	20.0	---	---	20.0	---	---
	M	1	100.0	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	100.0	---	---
	F	4	100.0	---	---	---	---	50.0	25.0	---	---	---	---	---	---	25.0	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

SOUTH CAROLINA
NO. OF DISTRICTS (SAMPLED) — 78
NO. OF SCHOOLS INCLUDED —— 1,109

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	50,805	11,380	39,425	32,654	18,151	18,091	20	29	11
OFFICIALS/ADMIN/MANAGERS	523	424	99	453	70	67	—	2	1
PRINCIPALS	1,122	990	132	839	283	283	—	—	—
ASST PRINCIPALS, TEACH	152	123	29	85	67	67	—	—	—
ASST PRINCIPALS, N.T.	461	399	62	276	185	185	—	—	—
ELEMENTARY TEACHERS	15,103	1,257	13,846	10,560	4,543	4,521	5	14	3
SECONDARY TEACHERS	10,771	3,936	6,835	7,822	2,949	2,931	12	4	2
OTHER TEACHERS	1,950	389	1,561	1,361	589	585	1	3	—
GUIDANCE	773	211	562	550	223	223	—	—	—
PSYCHOLOGICAL	161	80	81	151	10	10	—	—	—
LIBRARIANS/AUDIO-VISUAL	1,173	43	1,130	818	355	353	—	2	—
CONSULTANTS/SUPER OF INST	398	127	271	325	73	73	—	—	—
OTHER PROFESSIONALS	1,060	186	874	830	230	229	1	—	—
TEACHERS AIDES	4,521	152	4,372	2,585	1,939	1,939	—	—	—
TECHNICIANS	285	74	211	212	73	73	—	—	—
CLERICAL/SECRETARIAL	2,549	32	2,517	2,077	472	469	1	2	—
SERVICE WORKERS	8,823	2,183	6,640	3,148	5,675	5,671	—	1	3
SKILLED CRAFT	504	476	28	399	105	104	—	—	1
LABORERS, UNSKILLED	473	298	175	163	310	308	—	1	1
TOTAL, PART-TIME	5,170	2,347	2,823	3,203	1,967	1,949	8	3	7
PROFESSIONAL/INSTRUCTION	3,312	1,843	1,469	1,674	1,638	1,622	7	2	7
ALL OTHER	1,858	504	1,354	1,529	329	327	1	1	—
TOTAL, NEW HIRES	5,837	1,375	4,462	4,206	1,631	1,615	8	6	2
PROFESSIONAL STAFF	4,000	938	3,062	3,211	789	777	7	3	2
NON-PROFESSIONAL STAFF	1,837	437	1,400	995	842	838	1	3	—

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

SOUTH CAROLINA
NO. OF DISTRICTS (SAMPLED) -- 78
NO. OF SCHOOLS INCLUDED ---- 1,109

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	7,059	4,321	4,306	1	9	5	25,595	13,830	13,785	19	20	6
OFFICIALS/ADMIN/MANAGERS	370	54	51	---	2	1	83	16	16	---	---	---
PRINCIPALS	740	250	250	---	---	---	99	33	33	---	---	---
ASST PRINCIPALS, TEACH	65	58	58	---	---	---	20	9	9	---	---	---
ASST PRINCIPALS, N.T.	229	170	170	---	---	---	47	15	15	---	---	---
ELEMENTARY TEACHERS	821	436	435	---	1	---	9,739	4,107	4,086	5	13	3
SECONDARY TEACHERS	2,843	1,093	1,088	1	3	1	4,979	1,856	1,843	11	1	1
OTHER TEACHERS	280	109	107	---	2	---	1,081	480	478	1	1	---
GUIDANCE	160	51	51	---	---	---	390	172	172	---	---	---
PSYCHOLOGICAL	80	---	---	---	---	---	71	10	10	---	---	---
LIBRARIANS/AUDIO-VISUAL	35	8	8	---	---	---	783	347	345	---	2	---
CONSULTANTS/SUPER OF INST	101	26	26	---	---	---	224	47	47	---	---	---
OTHER PROFESSIONALS	135	51	51	---	---	---	695	179	178	1	---	---
TEACHERS AIDES	49	103	103	---	---	---	2,536	1,836	1,836	---	---	---
TECHNICIANS	46	28	28	---	---	---	166	45	45	---	---	---
CLERICAL/SECRETARIAL	25	7	7	---	---	---	2,052	465	462	1	2	---
SERVICE WORKERS	597	1,586	1,585	---	---	1	2,551	4,089	4,086	---	1	2
SKILLED CRAFT	383	93	92	---	---	1	16	12	12	---	---	---
LABORERS, UNSKILLED	100	198	196	---	1	1	63	112	112	---	---	---
TOTAL, PART-TIME	1,317	1,030	1,017	7	1	5	1,886	937	932	1	2	2
PROFESSIONAL/INSTRUCTION	918	925	912	7	1	5	756	713	710	---	1	2
ALL OTHER	399	105	105	---	---	---	1,130	224	222	1	1	---
TOTAL, NEW HIRES	912	463	459	1	2	1	3,294	1,168	1,156	7	4	1
PROFESSIONAL STAFF	734	204	201	1	1	1	2,477	585	576	6	2	1
NON-PROFESSIONAL STAFF	178	259	258	---	1	---	817	583	580	1	2	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

SOUTH CAROLINA
NO. OF DISTRICTS (SAMPLED) -- 78
NO. OF SCHOOLS INCLUDED ---- 1,109

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLERK/ SEC	SVC WKS	CRAFT	LAB
TOT	T	50,805	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	11,380	22.4	81.1	88.2	80.9	86.6	8.3	36.5	19.9	27.3	49.7	3.7	31.9	17.5	3.4	26.0	1.3	24.7	94.4	63.0
	F	39,425	77.6	18.9	11.8	19.1	13.4	91.7	63.5	80.1	72.7	50.3	96.3	68.1	82.5	96.6	74.0	98.7	75.3	5.6	37.0
WH*	T	32,654	64.3	86.6	74.8	56.0	59.9	69.9	72.6	69.8	71.2	93.8	69.8	81.7	78.3	57.2	74.3	81.9	35.7	79.2	34.4
	M	7,059	13.9	70.7	66.0	42.8	49.7	5.4	26.4	14.4	20.7	49.7	3.0	25.4	12.7	1.1	16.1	1.0	6.8	76.0	21.1
	F	25,595	50.4	15.9	8.8	13.2	10.2	64.5	46.2	55.4	50.5	44.1	66.8	56.3	65.6	56.1	58.2	80.5	28.9	3.2	13.3
MIN	T	18,151	35.7	13.4	25.2	44.1	40.2	30.1	27.3	30.2	28.9	6.2	30.3	18.3	21.7	42.9	25.6	18.5	64.3	20.9	65.6
	M	4,321	8.5	10.3	22.3	38.2	36.9	2.9	10.1	5.6	6.6	---	0.7	6.5	4.8	2.3	9.8	0.3	18.0	18.5	41.9
	F	13,830	27.2	3.1	2.9	5.9	3.3	27.2	17.2	24.6	22.3	6.2	29.6	11.8	16.9	40.6	15.8	18.2	46.3	2.4	23.7
BL*	T	18,091	35.6	12.9	25.2	44.1	40.2	30.0	27.2	30.0	28.9	6.2	30.1	18.3	21.6	42.9	25.6	18.4	64.3	20.7	65.1
	M	4,306	8.5	9.8	22.3	38.2	36.9	2.9	10.1	5.5	6.6	---	0.7	6.5	4.8	2.3	9.8	0.3	18.0	18.3	41.4
	F	13,785	27.1	3.1	2.9	5.9	3.3	27.1	17.1	24.5	22.3	6.2	29.4	11.8	16.8	40.6	15.8	18.1	46.3	2.4	23.7
HSP	T	20	***	---	---	---	---	---	0.1	0.1	---	---	---	---	0.1	---	---	---	---	---	---
	M	1	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	---	---	---
	F	19	***	---	---	---	---	***	0.1	0.1	---	---	---	---	0.1	---	---	***	---	---	---
AA@	T	29	0.1	0.4	---	---	---	0.1	---	0.2	---	---	0.2	---	---	---	---	0.1	---	---	0.2
	M	9	***	0.4	---	---	---	***	***	0.1	---	---	---	---	---	---	---	---	---	---	0.2
	F	20	***	---	---	---	---	0.1	***	0.1	---	---	0.2	---	---	---	---	0.1	***	---	---
IND	T	11	***	0.2	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	0.2	0.2
	M	5	***	0.2	---	---	---	---	***	---	---	---	---	---	---	---	---	---	***	0.2	0.2
	F	6	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	***	---	---

* NOT OF HISPANIC ORIGIN. @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

SOUTH CAROLINA
NO. OF DISTRICTS (SAMPLED) -- 78
NO. OF SCHOOLS INCLUDED ---- 1,109

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	50,805	100.0	1.0	2.2	0.3	0.9	29.7	21.2	3.8	1.5	0.3	2.3	0.8	2.1	8.9	0.6	5.0	17.4	1.0	0.9
	M	11,380	100.0	3.7	8.7	1.1	3.5	11.0	34.6	3.4	1.9	0.7	0.4	1.1	1.6	1.3	0.7	0.3	19.2	4.2	2.6
	F	39,425	100.0	0.3	0.3	0.1	0.2	35.1	17.3	4.0	1.4	0.2	2.9	0.7	2.2	11.1	0.5	6.4	16.8	0.1	0.4
WH*	T	32,656	100.0	1.4	2.6	0.3	0.8	32.3	24.0	4.2	1.7	0.5	2.5	1.0	2.5	7.9	0.6	6.4	9.6	1.2	0.5
	M	7,059	100.0	5.2	10.5	0.9	3.2	11.6	40.3	4.0	2.3	1.1	0.5	1.4	1.9	0.7	0.7	0.4	8.5	5.4	1.4
	F	25,595	100.0	0.3	0.4	0.1	0.2	38.1	19.5	4.2	1.5	0.3	3.1	0.9	2.7	9.9	0.6	8.0	10.0	0.1	0.2
MIN	T	18,151	100.0	0.4	1.6	0.4	1.0	25.0	16.2	3.2	1.2	0.1	2.0	0.4	1.3	10.7	0.4	2.6	31.3	0.6	1.7
	M	4,321	100.0	1.2	5.8	1.3	3.9	10.1	25.3	2.5	1.2	---	0.2	0.6	1.2	2.4	0.6	0.2	36.7	2.2	4.6
	F	13,830	100.0	0.1	0.2	0.1	0.1	29.7	13.4	3.5	1.2	0.1	2.5	0.3	1.3	13.3	0.3	3.4	29.6	0.1	0.8
BL*	T	18,091	100.0	0.4	1.6	0.4	1.0	25.0	16.2	3.2	1.2	0.1	2.0	0.4	1.3	10.7	0.4	2.6	31.3	0.6	1.7
	M	4,306	100.0	1.2	5.8	1.3	3.9	10.1	25.3	2.5	1.2	---	0.2	0.6	1.2	2.4	0.7	0.2	36.8	2.1	4.6
	F	13,785	100.0	0.1	0.2	0.1	0.1	29.6	13.4	3.5	1.2	0.1	2.5	0.3	1.3	13.3	0.3	3.4	29.6	0.1	0.8
HSP	T	20	100.0	---	---	---	---	25.0	60.0	5.0	---	---	---	---	5.0	---	---	5.0	---	---	---
	M	1	100.0	---	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	---
	F	19	100.0	---	---	---	---	26.3	57.9	5.3	---	---	---	---	5.3	---	---	5.3	---	---	---
AA#	T	29	100.0	6.9	---	---	---	48.3	13.8	10.3	---	---	6.9	---	---	---	---	6.9	3.4	---	3.4
	M	9	100.0	22.2	---	---	---	11.1	33.3	22.2	---	---	---	---	---	---	---	---	---	---	11.1
	F	20	100.0	---	---	---	---	65.0	5.0	5.0	---	---	10.0	---	---	---	---	10.0	5.0	---	---
IND	T	11	100.0	9.1	---	---	---	27.3	18.2	---	---	---	---	---	---	---	---	---	27.3	9.1	9.1
	M	5	100.0	20.0	---	---	---	---	20.0	---	---	---	---	---	---	---	---	---	20.0	20.0	20.0
	F	6	100.0	---	---	---	---	50.0	16.7	---	---	---	---	---	---	---	---	---	33.3	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

SOUTH DAKOTA
NO. OF DISTRICTS (SAMPLED) -- 49
NO. OF SCHOOLS INCLUDED ---- 288

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	12,188	4,438	7,750	11,853	335	24	35	10	266
OFFICIALS/ADMIN/MANAGERS	279	234	45	278	1	---	---	---	1
PRINCIPALS	385	345	40	381	4	---	---	---	4
ASST PRINCIPALS, TEACH	30	30	---	29	1	---	---	---	1
ASST PRINCIPALS, N.T.	39	39	---	39	---	---	---	---	---
ELEMENTARY TEACHERS	3,893	502	3,391	3,863	30	3	6	4	17
SECONDARY TEACHERS	3,115	1,829	1,286	3,084	31	4	16	2	9
OTHER TEACHERS	409	163	246	402	7	7	---	---	---
GUIDANCE	183	126	57	168	15	---	---	---	15
PSYCHOLOGICAL	24	17	7	24	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	211	49	162	209	2	---	---	---	2
CONSULTANTS/SUPER OF INST	26	17	9	25	1	---	---	---	1
OTHER PROFESSIONALS	173	35	138	161	12	1	6	2	3
TEACHERS AIDES	1,028	29	999	912	116	1	5	1	109
TECHNICIANS	4	2	2	3	1	---	---	---	1
CLERICAL/SECRETARIAL	562	7	555	544	18	1	---	---	17
SERVICE WORKERS	1,641	910	731	1,561	80	3	2	1	74
SKILLED CRAFT	44	39	5	44	---	---	---	---	---
LABORERS, UNSKILLED	142	65	77	126	16	4	---	---	12
TOTAL, PART-TIME	1,759	448	1,311	1,739	20	1	1	4	14
PROFESSIONAL/INSTRUCTION	1,280	343	937	1,261	19	---	1	4	14
ALL OTHER	479	105	374	478	1	1	---	---	---
TOTAL, NEW HIRES	1,467	550	917	1,396	71	1	11	1	58
PROFESSIONAL STAFF	1,079	427	652	1,062	17	1	5	---	11
NON-PROFESSIONAL STAFF	388	123	265	334	54	---	6	1	47

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

SOUTH DAKOTA
NO. OF DISTRICTS (SAMPLED) -- 49
NO. OF SCHOOLS INCLUDED ---- 288

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMA
TOTAL, FULL-TIME STAFF	4,311	127	15	13	1	97	7,542	208	9	22	8	16
OFFICIALS/ADMIN/MANAGERS	234	---	---	---	---	---	44	1	---	---	---	1
PRINCIPALS	341	4	---	---	---	4	40	---	---	---	---	---
ASST PRINCIPALS, TEACH	29	1	---	---	---	1	---	---	---	---	---	---
ASST PRINCIPALS, N.T.	39	---	---	---	---	---	---	---	---	---	---	---
ELEMENTARY TEACHERS	496	6	1	1	---	4	3,367	24	2	5	4	13
SECONDARY TEACHERS	1,815	14	1	8	1	4	1,269	17	3	8	1	5
OTHER TEACHERS	156	7	7	---	---	---	246	---	---	---	---	---
GUIDANCE	122	4	---	---	---	4	46	11	---	---	---	11
PSYCHOLOGICAL	17	---	---	---	---	---	7	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	49	---	---	---	---	---	160	2	---	---	---	2
CONSULTANTS/SUPER OF INST	17	---	---	---	---	---	8	1	---	---	---	1
OTHER PROFESSIONALS	33	2	---	2	---	---	128	10	1	4	2	3
TEACHERS AIDES	6	23	---	---	---	23	906	93	1	5	1	86
TECHNICIANS	2	---	---	---	---	---	1	1	---	---	---	1
CLERICAL/SECRETARIAL	7	---	---	---	---	---	537	18	1	---	---	17
SERVICE WORKERS	856	54	2	2	1	49	705	26	1	---	---	25
SKILLED CRAFT	39	---	---	---	---	---	5	---	---	---	---	---
LABORERS, UNSKILLED	53	12	4	---	---	8	73	4	---	---	---	4
TOTAL, PART-TIME	440	8	---	---	---	8	1,299	12	1	1	4	6
PROFESSIONAL/INSTRUCTION	335	8	---	---	---	8	926	11	---	1	4	6
ALL OTHER	105	---	---	---	---	---	373	1	1	---	---	---
TOTAL, NEW HIRES	520	30	---	9	1	20	876	41	1	2	---	38
PROFESSIONAL STAFF	420	7	---	4	---	3	642	10	1	1	---	8
NON-PROFESSIONAL STAFF	100	23	---	5	1	17	234	31	---	1	---	30

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

SOUTH DAKOTA
NO. OF DISTRICTS (SAMPLED) --- 49
NO. OF SCHOOLS INCLUDED ----- 288

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	12,188	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	4,438	36.4	83.9	89.6	100.0	100.0	12.9	58.7	39.9	68.9	70.8	23.2	65.4	20.2	2.8	50.0	1.2	55.5	88.6	45.8
	F	7,750	63.6	16.1	10.4	---	---	87.1	41.3	60.1	31.1	29.2	76.8	34.6	79.8	97.2	50.0	98.8	44.5	11.4	54.2
NH*	T	11,853	97.3	99.7	99.0	96.7	100.0	99.2	99.0	98.2	91.8	100.0	99.0	96.2	93.1	88.7	75.0	96.8	95.2	100.0	88.7
	M	4,311	35.4	83.9	88.6	96.7	100.0	12.7	58.3	38.1	66.7	70.8	23.2	65.4	19.1	0.6	50.0	1.2	52.2	88.6	37.3
	F	7,542	61.9	15.8	10.4	---	---	86.5	40.7	60.1	25.1	29.2	75.8	30.8	74.0	88.1	25.0	95.6	43.0	11.4	51.4
MIN	T	335	2.7	0.4	1.0	3.3	---	0.8	0.9	1.7	8.2	---	0.9	3.8	7.0	11.2	25.0	3.2	4.9	---	11.3
	M	127	1.0	---	1.0	3.3	---	0.2	0.4	1.7	2.2	---	---	---	1.2	2.2	---	---	3.3	---	8.5
	F	208	1.7	0.4	---	---	---	0.6	0.5	---	6.0	---	0.9	3.8	5.8	9.0	25.0	3.2	1.6	---	2.8
BL*	T	24	0.2	---	---	---	---	0.1	0.1	1.7	---	---	---	---	0.6	0.1	---	0.2	0.2	---	2.8
	M	15	0.1	---	---	---	---	***	***	1.7	---	---	---	---	---	---	---	---	0.1	---	2.8
	F	9	0.1	---	---	---	---	0.1	0.1	---	---	---	---	---	0.6	0.1	---	0.2	0.1	---	---
HSP	T	35	0.3	---	---	---	---	0.1	0.6	---	---	---	---	---	3.5	0.5	---	---	0.1	---	---
	M	13	0.1	---	---	---	---	***	0.3	---	---	---	---	---	1.2	---	---	---	0.1	---	---
	F	22	0.2	---	---	---	---	0.1	0.3	---	---	---	---	---	2.3	0.5	---	---	---	---	---
AAS	T	10	0.1	---	---	---	---	0.1	---	---	---	---	---	---	1.2	0.1	---	---	0.1	---	---
	M	2	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	0.1	---	---
	F	8	0.1	---	---	---	---	0.1	***	---	---	---	---	---	1.2	0.1	---	---	---	---	---
IND	T	266	2.2	0.4	1.0	3.3	---	0.4	0.3	---	8.2	---	0.9	3.8	1.7	10.6	25.0	3.0	4.5	---	8.4
	M	97	0.8	---	1.0	3.3	---	0.1	0.1	---	2.2	---	---	---	---	2.2	---	---	3.0	---	5.6
	F	169	1.4	0.4	---	---	---	0.3	0.2	---	6.0	---	0.9	3.8	1.7	8.4	25.0	3.0	1.5	---	2.8

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

SOUTH DAKOTA
NO. OF DISTRICTS (SAMPLED) -- 49
NO. OF SCHOOLS INCLUDED ----- 268

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	12,188	100.0	2.3	3.2	0.2	0.3	31.9	25.6	3.4	1.5	0.2	1.7	0.2	1.4	8.4	***	4.6	13.5	0.4	1.2
	M	4,438	100.0	5.3	7.8	0.7	0.9	11.3	41.2	3.7	2.8	0.4	1.1	0.4	0.8	0.7	***	0.2	20.5	0.9	1.5
	F	7,750	100.0	0.6	0.5	---	---	43.8	16.6	3.2	0.7	0.1	2.1	0.1	1.8	12.9	***	7.2	9.4	0.1	1.0
W**	T	11,853	100.0	2.3	3.2	0.2	0.3	32.6	26.0	3.4	1.4	0.2	1.8	0.2	1.4	7.7	***	4.6	13.2	0.4	1.1
	M	4,311	100.0	5.4	7.9	0.7	0.9	11.5	42.1	3.6	2.8	0.4	1.1	0.4	0.8	0.1	***	0.2	19.7	0.9	1.2
	F	7,542	100.0	0.6	0.5	---	---	44.6	16.8	3.3	0.6	0.1	2.1	0.1	1.7	12.0	***	7.1	9.3	0.1	1.0
MIN	T	335	100.0	0.3	1.2	0.3	---	9.0	9.3	2.1	4.5	---	0.6	0.3	3.6	34.6	0.3	5.4	23.9	---	4.8
	M	127	100.0	---	3.1	0.8	---	4.7	11.0	5.5	3.1	---	---	---	1.6	18.1	---	---	42.5	---	9.4
	F	208	100.0	0.5	---	---	---	11.5	8.2	---	5.3	---	1.0	0.5	4.8	44.7	0.5	8.7	12.5	---	1.9
BL*	T	24	100.0	---	---	---	---	12.5	16.7	29.2	---	---	---	---	4.2	4.2	---	4.2	12.5	---	16.7
	M	15	100.0	---	---	---	---	6.7	6.7	46.7	---	---	---	---	---	---	---	---	13.3	---	26.7
	F	9	100.0	---	---	---	---	22.2	33.3	---	---	---	---	---	11.1	11.1	---	11.1	11.1	---	---
HSP	T	35	100.0	---	---	---	---	17.1	45.7	---	---	---	---	---	17.1	14.3	---	---	5.7	---	---
	M	13	100.0	---	---	---	---	7.7	61.5	---	---	---	---	---	15.4	---	---	---	15.4	---	---
	F	22	100.0	---	---	---	---	22.7	36.4	---	---	---	---	---	18.2	22.7	---	---	---	---	---
AAB	T	10	100.0	---	---	---	---	40.0	20.0	---	---	---	---	---	20.0	10.0	---	---	10.0	---	---
	M	2	100.0	---	---	---	---	---	50.0	---	---	---	---	---	---	---	---	---	50.0	---	---
	F	8	100.0	---	---	---	---	50.0	12.5	---	---	---	---	---	25.0	12.5	---	---	---	---	---
IND	T	266	100.0	0.4	1.5	0.4	---	6.4	3.4	---	5.6	---	0.8	0.4	1.1	41.0	0.4	6.4	27.8	---	4.5
	M	97	100.0	---	4.1	1.0	---	4.1	4.1	---	4.1	---	---	---	---	23.7	---	---	50.5	---	8.2
	F	169	100.0	0.6	---	---	---	7.7	3.0	---	6.5	---	1.2	0.6	1.8	50.9	0.6	10.1	14.8	---	2.4

* NOT OF HISPANIC ORIGIN, B INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC- 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

TENNESSEE
NO. OF DISTRICTS (SAMPLED) -- 115
NO. OF SCHOOLS INCLUDED ---- 1,639

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	67,057	18,761	48,296	54,191	12,866	12,810	25	24	7
OFFICIALS/ADMIN/MANAGERS	404	312	92	370	34	34	---	---	---
PRINCIPALS	1,666	1,428	238	1,503	163	162	1	---	---
ASST PRINCIPALS, TEACH	126	114	12	106	20	20	---	---	---
ASST PRINCIPALS, N.T.	374	349	25	277	97	97	---	---	---
ELEMENTARY TEACHERS	20,526	2,251	18,275	17,013	3,513	3,494	4	12	3
SECONDARY TEACHERS	14,186	6,228	7,958	11,839	2,347	2,327	12	5	3
OTHER TEACHERS	2,128	421	1,707	1,827	301	300	1	---	---
GUIDANCE	828	293	535	662	166	165	1	---	---
PSYCHOLOGICAL	99	36	63	92	7	7	---	---	---
LIBRARIANS/AUDIO-VISUAL	1,180	48	1,132	1,003	177	177	---	---	---
CONSULTANTS/SUPER OF INST	552	261	291	456	96	96	---	---	---
OTHER PROFESSIONALS	1,562	355	1,207	1,348	214	211	3	---	---
TEACHERS AIDES	4,161	88	4,073	3,383	778	775	2	1	---
TECHNICIANS	279	128	151	235	44	43	---	1	---
CLERICAL/SECRETARIAL	2,929	21	2,908	2,592	337	337	---	---	---
SERVICE WORKERS	14,453	5,153	9,300	10,101	4,352	4,346	---	5	1
SKILLED CRAFT	882	787	95	785	97	97	---	---	---
LABORERS, UNSKILLED	722	488	234	599	123	122	1	---	---
TOTAL, PART-TIME	5,075	1,701	3,374	4,091	984	982	---	2	---
PROFESSIONAL/INSTRUCTION	3,511	1,163	2,348	2,649	862	860	---	2	---
ALL OTHER	1,564	538	1,026	1,442	122	122	---	---	---
TOTAL, NEW HIRES	5,612	1,666	3,946	4,830	782	775	3	1	3
PROFESSIONAL STAFF	3,890	1,115	2,775	3,423	467	[illegible]	1	1	2
NON-PROFESSIONAL STAFF	1,722	551	1,171	1,407	315	312	2	---	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

TENNESSEE
NO. OF DISTRICTS (SAMPLED) -- 115
NO. OF SCHOOLS INCLUDED ---- 1,639

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	15,237	3,524	3,509	6	7	2	38,954	9,342	9,301	19	17	5
OFFICIALS/ADMIN/MANAGERS	287	25	25	---	---	---	83	9	9	---	---	---
PRINCIPALS	1,304	124	123	1	---	---	199	39	39	---	---	---
ASST PRINCIPALS, TEACH	94	20	20	---	---	---	12	---	---	---	---	---
ASST PRINCIPALS, N.T.	257	92	92	---	---	---	20	5	5	---	---	---
ELEMENTARY TEACHERS	1,994	257	254	1	2	---	15,019	3,256	3,240	3	10	3
SECONDARY TEACHERS	5,330	898	893	2	2	1	6,509	1,449	1,434	10	3	2
OTHER TEACHERS	377	44	44	---	---	---	1,450	257	256	1	---	---
GUIDANCE	256	37	36	1	---	---	406	129	129	---	---	---
PSYCHOLOGICAL	33	3	3	---	---	---	59	4	4	---	---	---
LIBRARIANS/AUDIO-VISUAL	44	4	4	---	---	---	959	173	173	---	---	---
CONSULTANTS/SUPER OF INST	207	54	54	---	---	---	249	42	42	---	---	---
OTHER PROFESSIONALS	293	62	62	---	---	---	1,055	152	149	3	---	---
TEACHERS AIDES	55	33	33	---	---	---	3,328	745	742	2	1	---
TECHNICIANS	107	21	20	---	1	---	128	23	23	---	---	---
CLERICAL/SECRETARIAL	15	6	6	---	---	---	2,577	331	331	---	---	---
SERVICE WORKERS	3,481	1,672	1,669	---	2	1	6,620	2,680	2,677	---	3	---
SKILLED CRAFT	705	82	82	---	---	---	80	15	15	---	---	---
LABORERS, UNSKILLED	398	90	89	1	---	---	201	33	33	---	---	---
TOTAL, PART-TIME	1,415	286	286	---	---	---	2,676	698	696	---	2	---
PROFESSIONAL/INSTRUCTION	938	225	225	---	---	---	1,711	637	635	---	2	---
ALL OTHER	477	61	61	---	---	---	965	61	61	---	---	---
TOTAL, NEW HIRES	1,371	295	293	1	---	1	3,459	487	482	2	1	2
PROFESSIONAL STAFF	958	157	157	---	---	---	2,465	310	306	1	1	2
NON-PROFESSIONAL STAFF	413	138	136	1	---	1	994	177	176	1	---	---

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

TENNESSEE
NO. OF DISTRICTS (SAMPLED) -- 115
NO. OF SCHOOLS INCLUDED ---- 1,639

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	67,057	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	18,761	28.0	77.2	85.7	90.5	93.3	11.0	43.9	19.8	35.4	36.4	4.1	47.3	22.7	2.1	45.9	0.7	35.7	89.2	67.6
	F	48,296	72.0	22.8	14.3	9.5	6.7	89.0	56.1	80.2	64.6	63.6	95.9	52.7	77.3	97.9	54.1	99.3	64.3	10.8	32.4
WH*	T	54,191	80.8	91.5	90.2	84.1	74.0	82.9	83.5	85.8	79.9	92.9	85.0	82.6	86.3	81.3	84.3	88.5	69.9	89.0	82.9
	M	15,237	22.7	71.0	78.3	74.6	68.7	9.7	37.6	17.7	30.9	33.3	3.7	37.5	18.8	1.3	38.4	0.5	24.1	79.9	55.1
	F	38,954	58.1	20.5	11.9	9.5	5.3	73.2	45.9	68.1	49.0	59.6	81.3	45.1	67.5	80.0	45.9	88.0	45.8	9.1	27.8
MIN	T	12,866	19.2	8.4	9.7	15.9	25.9	17.2	16.5	14.2	20.1	7.0	15.0	17.4	13.7	18.7	15.7	11.5	30.1	11.0	17.1
	M	3,524	5.3	6.2	7.4	15.9	24.6	1.3	6.3	2.1	4.5	3.0	0.3	9.8	4.0	0.8	7.5	0.2	11.6	9.3	12.5
	F	9,342	13.9	2.2	2.3	---	1.3	15.9	10.2	12.1	15.6	4.0	14.7	7.6	9.7	17.9	8.2	11.3	18.5	1.7	4.6
BL*	T	12,810	19.1	8.4	9.7	15.9	25.9	17.0	16.4	14.1	19.9	7.0	15.0	17.4	13.5	18.6	15.4	11.5	30.0	11.0	16.9
	M	3,509	5.2	6.2	7.4	15.9	24.6	1.2	6.3	2.1	4.3	3.0	0.3	9.8	4.0	0.8	7.2	0.2	11.5	9.3	12.3
	F	9,301	13.9	2.2	2.3	---	1.3	15.8	10.1	12.0	15.6	4.0	14.7	7.6	9.5	17.8	8.2	11.3	18.5	1.7	4.6
HSP	T	25	***	---	0.1	---	---	---	0.1	---	0.1	---	---	---	0.2	---	---	---	---	---	0.1
	M	6	***	---	0.1	---	---	***	***	---	0.1	---	---	---	---	---	---	---	---	---	0.1
	F	19	***	---	---	---	---	***	0.1	***	---	---	---	---	0.2	***	---	---	---	---	---
AAS	T	24	***	---	---	---	---	---	---	---	---	---	---	---	---	---	0.4	---	---	---	---
	M	7	***	---	---	---	---	***	***	---	---	---	---	---	---	---	0.4	---	***	---	---
	F	17	***	---	---	---	---	***	***	---	---	---	---	---	---	***	---	---	***	---	---
IND	T	7	***	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	M	2	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	***	---	---
	F	5	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

TENNESSEE
NO. OF DISTRICTS (SAMPLED) -- 115
NO. OF SCHOOLS INCLUDED ----- 1,639

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	67,057	100.0	0.6	2.5	0.2	0.6	30.6	21.2	3.2	1.2	0.1	1.8	0.8	2.3	6.2	0.4	4.4	21.6	1.3	1.1
	M	18,761	100.0	1.7	7.6	0.6	1.9	12.0	33.2	2.2	1.6	0.2	0.3	1.4	1.9	0.5	0.7	0.1	27.5	4.2	2.6
	F	48,296	100.0	0.2	0.5	***	0.1	37.8	16.5	3.5	1.1	0.1	2.3	0.6	2.5	8.4	0.3	6.0	19.3	0.2	0.5
WHI*	T	54,191	100.0	0.7	2.8	0.2	0.5	31.4	21.8	3.4	1.2	0.2	1.9	0.8	2.5	6.2	0.4	4.8	18.6	1.4	1.1
	M	15,237	100.0	1.9	8.6	0.6	1.7	13.1	35.0	2.5	1.7	0.2	0.3	1.4	1.9	0.4	0.7	0.1	22.8	4.6	2.6
	F	38,954	100.0	0.2	0.5	***	0.1	38.6	16.7	3.7	1.0	0.2	2.5	0.6	2.7	8.5	0.3	6.6	17.0	0.2	0.5
MIN	T	12,866	100.0	0.3	1.3	0.2	0.8	27.3	18.2	2.3	1.3	0.1	1.4	0.7	1.7	6.0	0.3	2.6	33.8	0.8	1.0
	M	3,524	100.0	0.7	3.5	0.6	2.6	7.3	25.5	1.2	1.0	0.1	0.1	1.5	1.8	0.9	0.6	0.2	47.4	2.3	2.6
	F	9,342	100.0	0.1	0.4	---	0.1	34.9	15.5	2.8	1.4	***	1.9	0.4	1.6	8.0	0.2	3.5	28.7	0.2	0.4
BL*	T	12,810	100.0	0.3	1.3	0.2	0.8	27.3	18.2	2.3	1.3	0.1	1.4	0.7	1.6	6.0	0.3	2.6	33.5	0.8	1.0
	M	3,509	100.0	0.7	3.5	0.6	2.6	7.2	25.4	1.3	1.0	0.1	0.1	1.5	1.8	0.9	0.6	0.2	47.6	2.3	2.5
	F	9,301	100.0	0.1	0.4	---	0.1	34.8	15.4	2.8	1.4	***	1.9	0.5	1.6	8.0	0.2	3.6	28.8	0.2	0.4
HSP	T	25	100.0	---	4.0	---	---	16.0	48.0	4.0	4.0	---	---	---	12.0	8.0	---	---	---	---	4.0
	M	6	100.0	---	16.7	---	---	16.7	33.3	---	16.7	---	---	---	---	---	---	---	---	---	16.7
	F	19	100.0	---	---	---	---	15.8	52.6	5.3	---	---	---	---	15.8	10.5	---	---	---	---	---
AAS	T	24	100.0	---	---	---	---	50.0	20.8	---	---	---	---	---	---	4.2	4.2	---	20.8	---	---
	M	7	100.0	---	---	---	---	28.6	28.6	---	---	---	---	---	---	---	14.3	---	28.6	---	---
	F	17	100.0	---	---	---	---	58.8	17.6	---	---	---	---	---	---	5.9	---	---	17.6	---	---
IND	T	7	100.0	---	---	---	---	42.9	42.9	---	---	---	---	---	---	---	---	---	14.3	---	---
	M	2	100.0	---	---	---	---	---	50.0	---	---	---	---	---	---	---	---	---	50.0	---	---
	F	5	100.0	---	---	---	---	60.0	40.0	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

TEXAS
NO. OF DISTRICTS (SAMPLED) -- 410
NO. OF SCHOOLS INCLUDED ---- 3,729

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	241,242	67,447	173,795	174,396	66,846	31,909	34,378	326	233
OFFICIALS/ADMIN/MANAGERS	3,461	2,845	616	3,004	457	173	277	1	6
PRINCIPALS	4,483	3,919	564	3,817	666	326	331	1	8
ASST PRINCIPALS, TEACH	485	360	125	362	123	63	59	1	---
ASST PRINCIPALS, N.T.	1,775	1,473	302	1,244	531	334	195	1	1
ELEMENTARY TEACHERS	60,017	5,129	54,888	46,199	13,818	7,767	5,922	86	43
SECONDARY TEACHERS	62,869	27,406	35,463	52,140	10,729	5,993	4,588	78	70
OTHER TEACHERS	10,476	1,904	8,572	8,382	2,094	1,107	958	15	14
GUIDANCE	3,535	1,368	2,167	2,720	815	458	352	2	3
PSYCHOLOGICAL	431	100	331	387	44	9	31	2	2
LIBRARIANS/AUDIO-VISUAL	2,817	136	2,681	2,470	347	266	77	3	1
CONSULTANTS/SUPER OF INST	1,814	669	1,145	1,403	411	137	271	---	3
OTHER PROFESSIONALS	6,574	1,153	5,421	5,162	1,412	709	693	8	2
TEACHERS AIDES	20,225	864	19,361	10,498	9,727	3,228	6,459	26	14
TECHNICIANS	853	378	475	624	229	93	131	3	2
CLERICAL/SECRETARIAL	13,746	393	13,353	10,788	2,958	1,122	1,816	10	10
SERVICE WORKERS	40,115	13,067	27,048	21,009	19,106	9,037	9,956	71	42
SKILLED CRAFT	3,780	3,496	284	2,605	1,175	373	786	10	6
LABORERS, UNSKILLED	3,786	2,787	999	1,582	2,204	714	1,476	8	6
TOTAL, PART-TIME	14,697	3,758	10,939	10,563	4,134	2,025	2,067	34	8
PROFESSIONAL/INSTRUCTION	10,416	2,451	7,965	7,035	3,381	1,630	1,722	23	6
ALL OTHER	4,281	1,307	2,974	3,528	753	395	345	11	2
TOTAL, NEW HIRES	30,947	8,156	22,791	22,646	8,301	3,192	5,000	79	30
PROFESSIONAL STAFF	21,432	5,734	15,698	17,412	4,020	1,681	2,280	38	21
NON-PROFESSIONAL STAFF	9,515	2,422	7,093	5,234	4,281	1,511	2,720	41	9

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

TEXAS
NO. OF DISTRICTS (SAMPLED) -- 410
NO. OF SCHOOLS INCLUDED ---- 3,729

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	47,143	20,304	8,069	12,053	88	94	127,253	46,542	23,840	22,325	238	139
OFFICIALS/ADMIN/MANAGERS	2,492	353	122	224	1	6	512	104	51	53	---	---
PRINCIPALS	3,383	536	245	282	1	8	434	130	81	49	---	---
ASST PRINCIPALS, TEACH	273	87	36	50	1	---	89	36	27	9	---	---
ASST PRINCIPALS, N.T.	1,027	446	274	170	1	1	217	85	60	25	---	---
ELEMENTARY TEACHERS	3,333	1,796	689	1,094	7	6	42,866	12,022	7,078	4,828	79	37
SECONDARY TEACHERS	22,593	4,813	2,316	2,431	29	37	29,547	5,916	3,677	2,157	49	33
OTHER TEACHERS	1,509	395	166	228	---	1	6,873	1,699	941	730	15	13
GUIDANCE	1,040	328	140	185	1	2	1,680	487	318	167	1	1
PSYCHOLOGICAL	83	17	1	16	---	---	304	27	8	15	2	2
LIBRARIANS/AUDIO-VISUAL	117	19	4	14	1	---	2,353	328	262	63	2	1
CONSULTANTS/SUPER OF INST	560	109	29	79	---	1	843	302	108	192	---	2
OTHER PROFESSIONALS	778	375	166	208	1	---	4,384	1,037	543	485	7	2
TEACHERS AIDES	233	631	171	454	6	---	10,265	9,096	3,057	6,005	20	14
TECHNICIANS	298	80	22	56	1	1	326	149	71	75	2	1
CLERICAL/SECRETARIAL	167	226	123	102	---	1	10,621	2,732	999	1,714	10	9
SERVICE WORKERS	5,741	7,326	2,740	4,543	25	18	15,268	11,780	6,297	5,413	46	24
SKILLED CRAFT	2,412	1,084	330	742	6	6	193	91	43	44	4	---
LABORERS, UNSKILLED	1,104	1,683	495	1,175	7	6	478	521	219	301	1	---
TOTAL, PART-TIME	2,632	1,126	562	558	4	2	7,931	3,008	1,463	1,509	30	6
PROFESSIONAL/INSTRUCTION	1,577	874	433	437	3	1	5,458	2,507	1,197	1,285	20	5
ALL OTHER	1,055	252	129	121	1	1	2,473	501	266	224	10	1
TOTAL, NEW HIRES	5,888	2,268	777	1,448	29	14	16,758	6,033	2,415	3,552	50	16
PROFESSIONAL STAFF	4,658	1,076	381	680	6	9	12,754	2,944	1,300	1,600	32	12
NON-PROFESSIONAL STAFF	1,230	1,192	396	768	23	5	4,004	3,089	1,115	1,952	18	4

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

TEXAS
NO. OF DISTRICTS (SAMPLED) -- 410
NO. OF SCHOOLS INCLUDED ---- 3,729

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	241,242	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	67,447	28.0	82.2	87.4	74.2	83.0	8.5	43.6	18.2	38.7	23.2	4.8	36.9	17.5	4.3	44.3	2.9	32.6	92.5	73.6
	F	173,795	72.0	17.8	12.6	25.8	17.0	91.5	56.4	81.8	61.3	76.8	95.2	63.1	82.5	95.7	55.7	97.1	67.4	7.5	26.4
WH*	T	174,396	72.3	86.8	85.2	74.7	70.1	77.0	82.9	80.0	76.9	89.8	87.7	77.4	78.5	52.0	73.1	78.5	52.4	68.9	41.8
	M	47,143	19.5	72.0	75.5	56.3	57.9	5.6	35.9	14.4	29.4	19.3	4.2	30.9	11.8	1.2	34.9	1.2	14.3	63.8	29.2
	F	127,253	52.7	14.8	9.7	18.4	12.2	71.4	47.0	65.6	47.5	70.5	83.5	46.5	66.7	50.8	38.2	77.3	38.1	5.1	12.6
MIN	T	66,846	27.7	13.2	14.9	25.3	29.9	23.0	17.1	20.0	23.1	10.2	12.3	22.6	21.5	48.1	26.9	21.5	47.7	31.1	58.3
	M	20,304	8.4	10.2	12.0	17.9	25.1	3.0	7.7	3.8	9.3	3.9	0.7	6.0	5.7	3.1	9.4	1.6	18.3	28.7	44.5
	F	46,542	19.3	3.0	2.9	7.4	4.8	20.0	9.4	16.2	13.8	6.3	11.6	16.6	15.8	45.0	17.5	19.9	29.4	2.4	13.8
BL*	T	31,909	13.2	5.0	7.3	13.0	18.8	12.9	9.5	10.6	13.0	2.1	9.4	7.6	10.8	15.9	10.9	8.2	22.5	9.8	18.9
	M	8,069	3.3	3.5	5.5	7.4	15.4	1.1	3.7	1.6	4.0	0.2	0.1	1.6	2.5	0.8	2.6	0.9	6.8	8.7	13.1
	F	23,840	9.9	1.5	1.8	5.6	3.4	11.8	5.8	9.0	9.0	1.9	9.3	6.0	8.3	15.1	8.3	7.3	15.7	1.1	5.8
HSP	T	34,379	14.3	8.0	7.4	12.2	11.0	9.8	7.3	9.2	9.9	7.7	2.7	15.0	10.6	31.9	15.4	13.2	24.8	20.8	39.0
	M	12,053	5.0	6.5	6.3	10.3	9.6	1.8	2.5	2.2	5.2	3.7	0.5	4.4	3.2	2.2	6.6	0.7	11.3	19.6	31.0
	F	22,325	9.3	1.5	1.1	1.9	1.4	8.0	3.4	7.0	4.7	3.5	2.2	10.6	7.4	29.7	8.8	12.5	13.5	1.2	8.0
AAS	T	326	0.1	---	---	0.2	0.1	0.1	0.1	0.1	---	0.5	0.1	---	0.1	0.1	0.3	0.1	0.2	0.3	0.2
	M	88	***	***	***	0.2	0.1	***	***	---	***	---	***	---	***	***	0.1	---	0.1	0.2	0.2
	F	238	0.1	---	---	---	---	0.1	0.1	0.1	***	0.5	0.1	---	0.1	0.1	0.2	0.1	0.1	0.1	***
IND	T	233	0.1	0.2	0.2	---	0.1	0.1	0.2	0.1	0.1	0.5	---	0.2	---	0.1	0.2	0.1	0.1	0.2	0.2
	M	94	***	0.2	0.2	---	0.1	***	0.1	***	0.1	---	---	0.1	---	---	0.1	***	***	0.2	0.2
	F	139	0.1	---	---	---	---	0.1	0.1	0.1	***	0.5	***	0.1	***	0.1	0.1	0.1	0.1	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

TEXAS
NO. OF DISTRICTS (SAMPLED) -- 410
NO. OF SCHOOLS INCLUDED ---- 3,729

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	241,242	100.0	1.4	1.9	0.2	0.7	24.9	26.1	4.3	1.5	0.2	1.2	0.8	2.7	8.4	0.4	5.7	16.6	1.6	1.6
	M	67,447	100.0	4.2	5.8	0.5	2.2	7.6	40.6	2.8	2.0	0.1	0.2	1.0	1.7	1.3	0.6	0.6	19.4	5.2	4.1
	F	173,795	100.0	0.4	0.3	0.1	0.2	31.6	20.4	4.9	1.2	0.2	1.5	0.7	3.1	11.1	0.3	7.7	15.6	0.2	0.6
WH*	T	174,396	100.0	1.7	2.2	0.2	0.7	26.5	29.9	4.8	1.6	0.2	1.4	0.8	3.0	6.0	0.4	6.2	12.0	1.5	0.9
	M	47,143	100.0	5.3	7.2	0.6	2.2	7.1	47.9	3.2	2.2	0.2	0.2	1.2	1.7	0.5	0.4	0.4	12.2	5.1	2.3
	F	127,253	100.0	0.4	0.3	0.1	0.2	33.7	23.2	5.4	1.3	0.2	1.8	0.7	3.4	8.1	0.3	8.3	12.0	0.2	0.4
MIN	T	66,846	100.0	0.7	1.0	0.2	0.8	20.7	16.1	3.1	1.2	0.1	0.5	0.6	2.1	14.6	0.3	4.4	28.6	1.8	3.3
	M	20,304	100.0	1.7	2.6	0.4	2.2	8.8	23.7	1.9	1.6	0.1	0.1	0.5	1.8	3.1	0.4	1.1	36.1	5.3	8.3
	F	46,542	100.0	0.2	0.3	0.1	0.2	25.8	12.7	3.7	1.0	0.1	0.7	0.6	2.2	19.5	0.3	5.9	25.3	0.2	1.1
BL*	T	31,909	100.0	0.5	1.0	0.2	1.0	24.3	18.8	3.5	1.4	***	0.8	0.4	2.2	10.1	0.3	3.5	28.3	1.2	2.2
	M	8,059	100.0	1.5	3.0	0.4	3.4	8.5	28.7	2.1	1.7	***	***	0.4	2.1	2.1	0.3	1.5	34.0	4.1	6.1
	F	23,840	100.0	0.2	0.3	0.1	0.3	29.7	15.4	3.9	1.3	***	1.1	0.5	2.3	12.8	0.3	4.2	26.4	0.2	0.9
HSP	T	34,378	100.0	0.8	1.0	0.2	0.6	17.2	13.3	2.8	1.0	0.1	0.2	0.8	2.0	18.8	0.4	5.3	29.0	2.3	4.3
	M	17,053	100.0	1.9	2.3	0.4	1.4	9.1	20.2	1.9	1.5	0.1	0.1	0.7	1.7	3.8	0.5	0.8	37.7	6.2	9.7
	F	22,325	100.0	0.2	0.2	***	0.1	21.6	9.7	3.3	0.7	0.1	0.3	0.9	2.2	24.9	0.3	7.7	24.2	0.2	1.3
AAB	T	326	100.0	0.3	0.3	0.3	0.3	26.4	23.9	4.6	0.6	0.6	0.9	---	2.5	8.0	0.9	3.1	21.8	3.1	2.5
	M	88	100.0	1.1	1.1	1.1	1.1	8.0	33.0	---	1.1	---	1.1	---	1.1	6.8	1.1	---	28.4	6.8	8.0
	F	238	100.0	---	---	---	---	33.2	20.6	6.3	0.4	0.8	0.8	---	2.9	8.4	0.8	4.2	19.3	1.7	0.4
IND	T	233	100.0	2.6	3.4	---	0.4	18.5	30.0	6.0	1.3	0.9	0.4	1.3	0.9	6.0	0.9	4.3	18.0	2.6	2.6
	M	94	100.0	6.4	8.5	---	1.1	6.4	39.4	1.1	2.1	---	---	1.1	---	---	1.1	1.1	19.1	6.4	6.4
	F	139	100.0	---	---	---	---	26.6	23.7	9.4	0.7	1.4	0.7	1.4	1.4	10.1	0.7	6.5	17.3	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

UTAH
NO. OF DISTRICTS (SAMPLED) -- 30
NO. OF SCHOOLS INCLUDED ---- 515

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	20,728	9,246	11,482	20,137	591	52	317	98	124
OFFICIALS/ADMIN/MANAGERS	208	181	27	208	---	---	---	---	---
PRINCIPALS	554	541	13	551	3	---	1	1	1
ASST PRINCIPALS, TEACH	24	23	1	24	---	---	---	---	---
ASST PRINCIPALS, N.T.	124	120	4	120	4	---	4	---	---
ELEMENTARY TEACHERS	5,727	1,332	4,395	5,581	146	31	62	39	14
SECONDARY TEACHERS	6,014	4,002	2,012	5,939	75	5	32	34	4
OTHER TEACHERS	515	152	363	506	9	---	5	3	1
GUIDANCE	344	226	118	332	12	1	7	---	4
PSYCHOLOGICAL	72	41	31	71	1	---	1	---	---
LIBRARIANS/AUDIO-VISUAL	369	95	274	364	5	---	4	---	1
CONSULTANTS/SUPER OF INST	144	97	47	134	10	1	6	1	2
OTHER PROFESSIONALS	509	188	321	492	17	3	6	3	5
TEACHERS AIDES	857	42	815	710	147	5	67	3	72
TECHNICIANS	80	49	31	78	2	---	1	1	---
CLERICAL/SECRETARIAL	1,258	22	1,236	1,232	26	1	18	4	3
SERVICE WORKERS	3,237	1,481	1,756	3,136	101	4	80	8	9
SKILLED CRAFT	510	499	11	490	20	---	14	---	6
LABORERS, UNSKILLED	182	155	27	169	13	1	9	1	2
TOTAL, PART-TIME	5,477	1,725	3,752	5,197	280	26	188	34	32
PROFESSIONAL/INSTRUCTION	4,125	1,356	2,769	3,950	175	8	124	17	26
ALL OTHER	1,352	369	983	1,247	105	18	64	17	6
TOTAL, NEW HIRES	2,175	733	1,442	2,037	138	14	68	16	40
PROFESSIONAL STAFF	1,455	488	967	1,396	59	7	34	14	4
NON-PROFESSIONAL STAFF	720	245	475	641	79	7	34	2	36

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

UTAH
NO. OF DISTRICTS (SAMPLED) -- 30
NO. OF SCHOOLS INCLUDED ---- 515

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	9,043	203	9	128	34	32	11,094	386	43	189	64	92
OFFICIALS/ADMIN/MANAGERS	181	---	---	---	---	---	27	---	---	---	---	---
PRINCIPALS	538	3	---	1	1	1	13	---	---	---	---	---
ASST PRINCIPALS, TEACH	23	---	---	---	---	---	1	---	---	---	---	---
ASST PRINCIPALS, N.T.	116	4	---	4	---	---	4	---	---	---	---	---
ELEMENTARY TEACHERS	1,306	26	2	16	6	2	4,275	120	29	46	33	12
SECONDARY TEACHERS	3,960	42	1	18	21	2	1,979	33	4	14	13	2
OTHER TEACHERS	150	2	---	2	---	---	356	7	---	3	3	1
GUIDANCE	218	8	1	5	---	2	114	4	---	2	---	2
PSYCHOLOGICAL	40	1	---	1	---	---	31	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	94	1	---	1	---	---	270	4	---	3	---	1
CONSULTANTS/SUPER OF INST	90	7	---	5	---	2	44	3	1	1	1	---
OTHER PROFESSIONALS	177	11	1	4	1	5	315	6	2	2	2	---
TEACHERS AIDES	29	13	---	2	---	11	681	134	5	65	3	61
TECHNICIANS	49	---	---	---	---	---	29	2	---	1	1	---
CLERICAL/SECRETARIAL	22	---	---	---	---	---	1,210	26	1	18	4	3
SERVICE WORKERS	1,426	55	3	46	4	2	1,710	46	1	34	4	7
SKILLED CRAFT	481	18	---	14	---	4	9	2	---	---	---	2
LABORERS, UNSKILLED	143	12	1	9	1	1	26	1	---	---	---	1
TOTAL, PART-TIME	1,641	84	10	60	7	7	3,556	196	16	128	27	25
PROFESSIONAL/INSTRUCTION	1,303	53	2	42	3	6	2,647	122	6	82	14	20
ALL OTHER	338	31	8	18	4	1	909	74	10	46	13	5
TOTAL, NEW HIRES	688	45	6	20	8	11	1,349	93	8	48	8	29
PROFESSIONAL STAFF	465	23	1	13	7	2	931	36	6	21	7	2
NON-PROFESSIONAL STAFF	223	22	5	7	1	9	418	57	2	27	1	27

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

UTAH
NO. OF DISTRICTS (SAMPLED) -- 30
NO. OF SCHOOLS INCLUDED ---- 515

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	20,728	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	[illegible].0	100.0
	M	9,246	44.6	87.0	97.7	95.8	96.8	23.3	66.5	29.5	65.7	56.9	25.7	67.4	36.9	4.9	61.3	1.7	[illegible]	[illegible].9	85.2
	F	11,482	55.4	13.0	2.3	4.2	3.2	76.7	33.5	70.5	34.3	43.1	74.3	32.6	63.1	95.1	38.8	98.3	[illegible]	[illegible].2	14.8
WH*	T	20,137	97.1	100.0	99.4	100.0	96.7	97.4	98.7	98.2	96.5	98.7	98.7	93.1	96.7	82.9	97.6	97.9	96.5	96.1	92.9
	M	9,043	43.6	87.0	97.1	95.8	93.5	22.8	65.8	29.1	63.4	55.6	25.5	62.5	34.8	3.4	61.3	1.7	44.1	94.3	78.6
	F	11,094	53.5	13.0	2.3	4.2	3.2	74.6	32.9	69.1	33.1	43.1	73.2	30.6	61.9	79.5	36.3	96.2	52.8	1.8	14.3
MIN	T	591	2.9	---	0.5	---	3.2	2.6	1.2	1.8	3.5	1.4	1.4	7.0	3.4	17.1	2.5	2.1	3.1	3.9	7.1
	M	203	1.0	---	0.5	---	3.2	0.5	0.7	0.4	2.3	1.4	0.3	4.9	2.2	1.5	---	---	1.7	3.5	6.6
	F	388	1.9	---	---	---	---	2.1	0.5	1.4	1.2	---	1.1	2.1	1.2	15.6	2.5	2.1	1.4	0.4	0.5
BL*	T	52	0.3	---	---	---	---	0.5	0.1	---	0.3	---	---	0.7	0.6	0.6	---	0.1	0.1	---	0.5
	M	9	***	---	---	---	---	***	***	---	0.3	---	---	---	0.2	---	---	---	0.1	---	0.5
	F	43	0.2	---	---	---	---	0.5	0.1	---	---	---	---	0.7	0.4	0.6	---	0.1	***	---	---
HSP	T	317	1.5	---	0.2	---	3.2	1.1	0.5	1.0	2.1	1.4	1.1	4.2	1.2	7.8	1.3	1.4	2.5	2.7	4.9
	M	128	0.6	---	0.2	---	3.2	0.3	0.3	0.4	1.5	1.4	0.3	3.5	0.8	0.2	---	---	1.4	2.7	4.9
	F	189	0.9	---	---	---	---	0.8	0.2	0.6	0.6	---	0.8	0.7	0.4	7.6	1.3	1.4	1.1	---	---
AAI*	T	108	0.5	---	0.2	---	---	0.7	0.5	0.6	---	---	---	0.7	0.6	0.4	1.3	0.3	0.2	---	0.5
	M	34	0.2	---	0.2	---	---	0.1	0.3	---	---	---	---	---	0.2	---	---	---	0.1	---	0.5
	F	64	0.3	---	---	---	---	0.6	0.2	0.6	---	---	---	0.7	0.4	0.4	1.3	0.3	0.1	---	---
IND	T	124	0.6	---	0.2	---	---	0.2	---	0.2	1.2	---	0.3	1.4	1.0	8.4	---	0.2	0.3	1.2	1.0
	M	32	0.2	---	0.2	---	---	***	***	---	0.6	---	---	1.4	1.0	1.3	---	---	0.1	0.8	0.5
	F	92	0.4	---	---	---	---	0.2	***	0.2	0.6	---	0.3	---	---	7.1	---	0.2	0.2	0.4	0.5

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

UTAH
NO. OF DISTRICTS (SAMPLED) -- 30
NO. OF SCHOOLS INCLUDED ---- 515

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	L
TOT	T	20,728	100.0	1.0	2.7	0.1	0.6	27.6	29.0	2.5	1.7	0.3	1.8	0.7	2.5	4.1	0.4	6.1	15.6	2.5	
	M	9,246	100.0	2.0	5.9	0.2	1.3	14.4	43.3	1.6	2.4	0.4	1.0	1.0	2.0	0.5	0.5	0.2	16.0	5.4	
	F	11,482	100.0	0.2	0.1	***	***	38.3	17.5	3.2	1.0	0.3	2.4	0.4	2.8	7.1	0.3	10.8	15.2	0.1	
WH*	T	20,137	100.0	1.0	2.7	0.1	0.6	27.7	29.5	2.5	1.6	0.4	1.8	0.7	2.4	3.5	0.4	6.1	15.6	2.4	
	M	9,043	100.0	2.0	5.9	0.3	1.3	14.4	43.8	1.7	2.4	0.4	1.0	1.0	2.0	0.3	0.5	0.2	15.8	5.3	
	F	11,094	100.0	0.2	0.1	***	***	38.5	17.8	3.2	1.0	0.3	2.4	0.4	2.8	6.1	0.3	10.9	15.4	0.1	
MIN	T	591	100.0	---	0.5	---	0.7	24.7	12.7	1.5	2.0	0.2	0.8	1.7	2.9	24.9	0.3	4.4	17.1	3.4	
	M	203	100.0	---	1.5	---	2.0	12.8	20.7	1.0	3.9	0.5	0.5	3.4	5.4	6.4	---	---	27.1	8.9	
	F	388	100.0	---	---	---	---	30.9	8.5	1.8	1.0	---	1.0	0.8	1.5	34.5	0.5	6.7	11.9	0.5	
BL*	T	52	100.0	---	---	---	---	59.6	9.6	---	1.9	---	---	1.9	5.8	9.6	---	1.9	7.7	---	
	M	9	100.0	---	---	---	---	22.2	11.1	---	11.1	---	---	---	11.1	---	---	---	33.3	---	1
	F	43	100.0	---	---	---	---	67.4	9.3	---	---	---	---	2.3	4.7	11.6	---	2.3	2.3	---	
HSP	T	317	100.0	---	0.3	---	1.3	19.6	10.1	1.6	2.2	0.3	1.3	1.9	1.9	21.1	0.3	5.7	25.2	4.4	
	M	128	100.0	---	0.8	---	3.1	12.5	14.1	1.6	3.9	0.8	0.8	3.9	3.1	1.6	---	---	35.9	10.9	
	F	189	100.0	---	---	---	---	24.3	7.4	1.6	1.1	---	1.6	0.5	1.1	34.4	0.5	9.5	18.0	---	
AA#	T	98	100.0	---	1.0	---	---	39.8	34.7	3.1	---	---	---	1.0	3.1	3.1	1.0	4.1	8.2	---	
	M	34	100.0	---	2.9	---	---	17.6	61.8	---	---	---	---	---	2.9	---	---	---	11.8	---	
	F	64	100.0	---	---	---	---	51.6	20.3	4.7	---	---	---	1.6	3.1	4.7	1.6	6.3	6.3	---	
IND	T	124	100.0	---	0.8	---	---	11.3	3.2	0.8	3.2	---	0.8	1.6	4.0	58.1	---	2.4	7.3	4.8	
	M	32	100.0	---	3.1	---	---	6.3	6.3	---	6.3	---	---	6.3	15.6	34.4	---	---	6.3	12.5	
	F	92	100.0	---	---	---	---	13.0	2.2	1.1	2.2	---	1.1	---	---	66.3	---	3.3	7.6	2.2	

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

VERMONT
NO. OF DISTRICTS (SAMPLED) -- 35
NO. OF SCHOOLS INCLUDED ---- 129

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#
TOTAL, FULL-TIME STAFF	8,449	3,308	5,141	8,429	20	11	6	3
OFFICIALS/ADMIN/MANAGERS	129	106	23	129	---	---	---	---
PRINCIPALS	209	168	41	209	---	---	---	---
ASST PRINCIPALS, TEACH	41	36	5	41	---	---	---	---
ASST PRINCIPALS, N.T.	67	60	7	67	---	---	---	---
ELEMENTARY TEACHERS	2,515	430	2,085	2,512	3	3	---	---
SECONDARY TEACHERS	2,464	1,459	1,005	2,456	8	3	2	3
OTHER TEACHERS	201	61	140	201	---	---	---	---
GUIDANCE	148	103	45	147	1	---	1	---
PSYCHOLOGICAL	10	2	8	10	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	175	18	157	175	---	---	---	---
CONSULTANTS/SUPER OF INST	58	26	32	58	---	---	---	---
OTHER PROFESSIONALS	194	47	147	190	4	4	---	---
TEACHERS AIDES	556	30	526	555	1	1	---	---
TECHNICIANS	30	13	17	30	---	---	---	---
CLERICAL/SECRETARIAL	397	1	396	395	2	---	2	---
SERVICE WORKERS	1,030	546	484	1,029	1	---	1	---
SKILLED CRAFT	22	22	---	22	---	---	---	---
LABORERS, UNSKILLED	203	180	23	203	---	---	---	---
TOTAL, PART-TIME	1,179	249	930	1,177	2	1	1	---
PROFESSIONAL/INSTRUCTION	707	156	551	705	2	1	1	---
ALL OTHER	472	93	379	472	---	---	---	---
TOTAL, NEW HIRES	769	271	498	764	5	5	---	---
PROFESSIONAL STAFF	592	208	384	588	4	4	---	---
NON-PROFESSIONAL STAFF	177	63	114	176	1	1	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

VERMONT
NO. OF DISTRICTS (SAMPLED) -- 35
NO. OF SCHOOLS INCLUDED ---- 129

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-FEMALE	ASIAN# PANICE FEMALE
TOTAL, FULL-TIME STAFF	3,297	11	7	3	1	5,132	9	4	3	2
OFFICIALS/ADMIN/MANAGERS	106	---	---	---	---	23	---	---	---	---
PRINCIPALS	168	---	---	---	---	41	---	---	---	---
ASST PRINCIPALS, TEACH	36	---	---	---	---	5	---	---	---	---
ASST PRINCIPALS, N.T.	60	---	---	---	---	7	---	---	---	---
ELEMENTARY TEACHERS	429	1	1	---	---	2,083	2	2	---	---
SECONDARY TEACHERS	1,455	4	1	2	1	1,001	4	2	---	2
OTHER TEACHERS	61	---	---	---	---	140	---	---	---	---
GUIDANCE	103	---	---	---	---	44	1	---	1	---
PSYCHOLOGICAL	2	---	---	---	---	8	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	18	---	---	---	---	157	---	---	---	---
CONSULTANTS/SUPER OF INST	26	---	---	---	---	32	---	---	---	---
OTHER PROFESSIONALS	43	4	4	---	---	147	---	---	---	---
TEACHERS AIDES	29	1	1	---	---	526	---	---	---	---
TECHNICIANS	13	---	---	---	---	17	---	---	---	---
CLERICAL/SECRETARIAL	1	---	---	---	---	394	2	---	2	---
SERVICE WORKERS	545	1	---	1	---	484	---	---	---	---
SKILLED CRAFT	22	---	---	---	---	---	---	---	---	---
LABORERS, UNSKILLED	180	---	---	---	---	23	---	---	---	---
TOTAL, PART-TIME	248	1	1	---	---	929	1	---	1	---
PROFESSIONAL/INSTRUCTION	155	1	1	---	---	550	1	---	1	---
ALL OTHER	93	---	---	---	---	379	---	---	---	---
TOTAL, NEW HIRES	266	5	5	---	---	498	---	---	---	---
PROFESSIONAL STAFF	204	4	4	---	---	384	---	---	---	---
NON-PROFESSIONAL STAFF	62	1	1	---	---	114	---	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

VERMONT
NO. OF DISTRICTS (SAMPLED) -- 35
NO. OF SCHOOLS INCLUDED ---- 129

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	8,449	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	3,308	39.2	82.2	80.4	87.8	89.6	17.1	59.2	30.3	69.6	20.0	10.3	44.8	24.2	5.4	43.3	0.3	53.0	100.0	88.7
	F	5,141	60.8	17.8	19.6	12.2	10.4	82.9	40.8	69.7	30.4	80.0	89.7	55.2	75.8	94.6	56.7	99.7	47.0	---	11.3
WH*	T	8,429	99.8	100.0	100.0	100.0	100.0	99.9	99.7	100.0	99.3	100.0	100.0	100.0	98.0	99.8	100.0	99.5	99.9	100.0	100.0
	M	3,297	39.0	82.2	80.4	87.8	89.6	17.1	59.1	30.3	69.6	20.0	10.3	44.8	22.2	5.2	43.3	0.3	52.9	100.0	88.7
	F	5,132	60.7	17.8	19.6	12.2	10.4	82.8	40.6	69.7	29.7	80.0	89.7	55.2	75.8	94.6	56.7	99.2	47.0	---	11.3
MIN	T	20	0.2	---	---	---	---	0.1	0.4	---	0.7	---	---	---	2.1	0.2	---	0.5	0.1	---	---
	M	11	0.1	---	---	---	---	***	0.2	---	---	---	---	---	2.1	0.2	---	---	0.1	---	---
	F	9	0.1	---	---	---	---	0.1	0.2	---	0.7	---	---	---	---	---	---	0.5	---	---	---
BL*	T	11	0.1	---	---	---	---	0.1	0.1	---	---	---	---	---	2.1	0.2	---	---	---	---	---
	M	7	0.1	---	---	---	---	***	***	---	---	---	---	---	2.1	0.2	---	---	---	---	---
	F	4	***	---	---	---	---	0.1	0.1	---	---	---	---	---	---	---	---	---	---	---	---
HSP	T	6	0.1	---	---	---	---	---	0.1	---	0.7	---	---	---	---	---	---	0.5	0.1	---	---
	M	3	***	---	---	---	---	---	0.1	---	---	---	---	---	---	---	---	---	0.1	---	---
	F	3	***	---	---	---	---	---	---	---	0.7	---	---	---	---	---	---	0.5	---	---	---
AA#	T	3	***	---	---	---	---	---	0.1	---	---	---	---	---	---	---	---	---	---	---	---
	M	1	***	---	---	---	---	---	***	---	---	---	---	---	---	---	---	---	---	---	---
	F	2	***	---	---	---	---	---	0.1	---	---	---	---	---	---	---	---	---	---	---	---
IND	T	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	M	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	F	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 5. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

VERMONT

NO. OF DISTRICTS (SAMPLED) — 35
NO. OF SCHOOLS INCLUDED ——— 129

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LA
TOT	T	8,449	100.0	1.5	2.5	0.5	0.8	29.8	29.2	2.4	1.8	0.1	2.1	0.7	2.3	6.6	0.4	4.7	12.2	0.3	2
	M	3,308	100.0	3.2	5.1	1.1	1.8	13.0	44.1	1.8	3.1	0.1	0.5	0.8	1.4	0.9	0.4	***	16.5	0.7	5
	F	5,141	100.0	0.4	0.8	0.1	0.1	40.6	19.5	2.7	0.9	0.2	3.1	0.6	2.9	10.2	0.3	7.7	9.4	---	0
WH*	T	8,429	100.0	1.5	2.5	0.5	0.8	29.8	29.1	2.4	1.7	0.1	2.1	0.7	2.3	6.6	0.4	4.7	12.2	0.3	2
	M	3,297	100.0	3.2	5.1	1.1	1.8	13.0	44.1	1.9	3.1	0.1	0.5	0.8	1.3	0.9	0.4	***	16.5	0.7	5
	F	5,132	100.0	0.4	0.8	0.1	0.1	40.6	19.5	2.7	0.9	0.2	3.1	0.6	2.9	10.2	0.3	7.7	9.4	---	0
MIN	T	20	100.0	---	---	---	---	15.0	40.0	---	5.0	---	---	---	20.0	5.0	---	10.0	5.0	---	-
	M	11	100.0	---	---	---	---	9.1	36.4	---	---	---	---	---	36.4	9.1	---	---	9.1	---	-
	F	9	100.0	---	---	---	---	22.2	44.4	---	11.1	---	---	---	---	---	---	22.2	---	---	-
BL*	T	11	100.0	---	---	---	---	27.3	27.3	---	---	---	---	---	36.4	9.1	---	---	---	---	-
	M	7	100.0	---	---	---	---	14.3	14.3	---	---	---	---	---	57.1	14.3	---	---	---	---	-
	F	4	100.0	---	---	---	---	50.0	50.0	---	---	---	---	---	---	---	---	---	---	---	-
HSP	T	6	100.0	---	---	---	---	---	33.3	---	16.7	---	---	---	---	---	---	33.3	16.7	---	-
	M	3	100.0	---	---	---	---	---	66.7	---	---	---	---	---	---	---	---	---	33.3	---	-
	F	3	100.0	---	---	---	---	---	---	---	33.3	---	---	---	---	---	---	66.7	---	---	-
AA#	T	3	100.0	---	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	-
	M	1	100.0	---	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	-
	F	2	100.0	---	---	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---	-
IND	T	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	-
	M	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	-
	F	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	-

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

VIRGINIA
NO. OF DISTRICTS (SAMPLED) — 116
NO. OF SCHOOLS INCLUDED ——— 1,772

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	98,214	26,404	71,810	75,607	22,607	22,209	158	199	41
OFFICIALS/ADMIN/MANAGERS	767	646	121	698	69	67	—	2	—
PRINCIPALS	1,790	1,462	328	1,505	285	279	3	—	3
ASST PRINCIPALS, TEACH	144	96	48	101	43	43	—	—	—
ASST PRINCIPALS, N.T.	1,108	895	213	859	249	248	1	—	—
ELEMENTARY TEACHERS	25,041	2,394	22,647	20,417	4,624	4,574	21	23	6
SECONDARY TEACHERS	23,309	9,235	14,074	19,524	3,785	3,705	52	23	5
OTHER TEACHERS	4,639	1,167	3,472	3,396	1,243	1,228	3	10	2
GUIDANCE	1,767	570	1,197	1,424	343	341	1	—	1
PSYCHOLOGICAL	343	131	212	271	72	72	—	—	—
LIBRARIANS/AUDIO-VISUAL	1,906	91	1,815	1,656	250	248	—	1	1
CONSULTANTS/SUPER OF INST	917	403	514	778	139	136	2	—	1
OTHER PROFESSIONALS	1,703	417	1,286	1,372	331	324	4	2	1
TEACHERS AIDES	6,614	185	6,429	4,820	1,794	1,767	6	14	7
TECHNICIANS	830	215	615	389	441	435	3	2	1
CLERICAL/SECRETARIAL	5,109	107	5,002	4,557	552	538	5	9	—
SERVICE WORKERS	18,749	5,771	12,978	11,680	7,069	6,897	50	112	10
SKILLED CRAFT	2,673	1,973	700	1,638	1,035	1,027	6	—	2
LABORERS, UNSKILLED	805	646	159	522	283	280	1	1	1
TOTAL, PART-TIME	10,188	2,559	7,629	8,368	1,820	1,777	12	28	3
PROFESSIONAL/INSTRUCTION	7,220	1,750	5,470	5,869	1,351	1,324	7	18	2
ALL OTHER	2,968	809	2,159	2,499	469	453	5	10	1
TOTAL, NEW HIRES	9,759	2,299	7,460	8,035	1,724	1,658	17	43	6
PROFESSIONAL STAFF	6,709	1,491	5,218	5,870	839	814	10	14	1
NON-PROFESSIONAL STAFF	3,050	808	2,242	2,165	885	844	7	29	5

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

VIRGINIA
NO. OF DISTRICTS (SAMPLED) -- 116
NO. OF SCHOOLS INCLUDED ---- 1,772

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	19,942	6,462	6,342	57	51	12	55,665	16,145	15,867	101	148	29
OFFICIALS/ADMIN/MANAGERS	588	58	56	---	2	---	110	11	11	---	---	---
PRINCIPALS	1,247	215	210	2	---	3	258	70	69	1	---	---
ASST PRINCIPALS, TEACH	67	29	29	---	---	---	34	14	14	---	---	---
ASST PRINCIPALS, N.T.	691	204	203	1	---	---	168	45	45	---	---	---
ELEMENTARY TEACHERS	1,951	[illegible]	437	---	5	1	18,466	4,181	4,137	21	18	5
SECONDARY TEACHERS	8,022	1,213	1,190	14	8	1	11,502	2,572	2,515	38	15	4
OTHER TEACHERS	832	335	333	1	1	---	2,564	908	895	2	9	2
GUIDANCE	477	93	93	---	---	---	947	250	248	1	---	1
PSYCHOLOGICAL	111	20	20	---	---	---	160	52	52	---	---	---
LIBRARIANS/AUDIO-VISUAL	87	4	4	---	---	---	1,569	245	244	---	1	1
CONSULTANTS/SUPER OF INST	368	35	34	1	---	---	410	104	102	1	---	1
OTHER PROFESSIONALS	334	83	81	---	1	1	1,038	248	243	4	1	---
TEACHERS AIDES	114	71	71	---	---	---	4,706	1,723	1,696	6	14	7
TECHNICIANS	177	38	38	---	---	---	212	403	397	3	2	1
CLERICAL/SECRETARIAL	81	26	23	---	3	---	4,476	526	515	5	6	---
SERVICE WORKERS	2,903	2,868	2,804	31	30	3	8,777	4,201	4,093	19	82	7
SKILLED CRAFT	1,482	491	483	6	---	2	156	544	544	---	---	---
LABORERS, UNSKILLED	410	236	233	1	1	1	112	47	47	---	---	---
TOTAL, PART-TIME	1,903	656	642	7	7	---	6,465	1,164	1,135	5	21	3
PROFESSIONAL/INSTRUCTION	1,244	506	496	4	6	---	4,625	845	828	3	12	2
ALL OTHER	659	150	146	3	1	---	1,840	319	307	2	9	1
TOTAL, NEW HIRES	1,761	538	512	8	17	1	6,274	1,186	1,146	9	26	5
PROFESSIONAL STAFF	1,291	200	193	3	4	---	4,579	639	621	7	10	1
NON-PROFESSIONAL STAFF	470	338	319	5	13	1	1,695	547	525	2	16	4

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

VIRGINIA
NO. OF DISTRICTS (SAMPLED) -- 116
NO. OF SCHOOLS INCLUDED ---- 1,772

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	98,214	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	26,404	26.9	84.2	81.7	66.7	80.8	9.6	39.6	25.2	32.3	38.2	4.8	43.9	24.5	2.8	25.9	2.1	30.8	73.8	80.2
	F	71,810	73.1	15.8	18.3	33.3	19.2	90.4	60.4	74.8	67.7	61.8	95.2	56.1	75.5	97.2	74.1	97.9	69.2	26.2	19.8
WH*	T	75,607	77.0	91.0	84.1	70.1	77.6	81.5	83.7	73.2	80.6	79.0	86.9	84.8	80.6	72.9	46.8	89.2	62.3	61.2	64.8
	M	19,942	20.3	76.7	69.7	46.5	62.4	7.8	34.4	17.9	27.0	32.4	4.6	40.1	19.6	1.7	21.3	1.6	15.5	55.4	50.9
	F	55,665	56.7	14.3	14.4	23.6	15.2	73.7	49.3	55.3	53.6	46.6	82.3	44.7	61.0	71.2	25.5	87.6	46.8	5.8	13.9
MIN	T	22,607	23.0	9.0	15.9	29.8	22.5	18.5	16.2	26.8	19.4	21.0	13.1	15.1	19.5	27.2	53.2	10.8	37.7	38.8	35.1
	M	6,462	6.6	7.6	12.0	20.1	18.4	1.8	5.2	7.2	5.3	5.8	0.2	3.8	4.9	1.1	4.6	0.5	15.3	18.4	29.3
	F	16,145	16.4	1.4	3.9	9.7	4.1	16.7	11.0	19.6	14.1	15.2	12.9	11.3	14.6	26.1	48.6	10.3	22.4	20.4	5.8
BL*	T	22,209	22.6	8.7	15.6	29.8	22.4	18.2	15.9	26.5	19.3	21.0	13.0	14.8	19.1	26.7	52.4	10.6	36.8	38.5	34.7
	M	6,342	6.5	7.3	11.7	20.1	18.3	1.7	5.1	7.2	5.3	5.8	0.2	3.7	4.8	1.1	4.6	0.5	15.0	18.1	28.9
	F	15,867	16.2	1.4	3.9	9.7	4.1	16.5	10.8	19.3	14.0	15.2	12.8	11.1	14.3	25.6	47.8	10.1	21.8	20.4	5.8
HSP	T	158	0.2	---	0.2	---	0.1	0.1	0.3	---	0.1	---	---	0.2	0.2	0.1	0.4	0.1	0.3	0.2	0.1
	M	57	0.1	---	0.1	---	0.1	---	0.1	***	---	---	---	0.1	---	---	---	---	0.2	0.2	0.1
	F	101	0.1	---	0.1	---	---	0.1	0.2	***	0.1	---	---	0.1	0.2	0.1	0.4	0.1	0.1	---	---
AA#	T	199	0.2	0.3	---	---	---	0.1	0.1	0.2	---	---	0.1	---	0.2	0.2	0.2	0.2	0.6	---	0.1
	M	51	0.1	0.3	---	---	---	***	***	***	---	---	---	---	0.1	---	---	0.1	0.2	---	0.1
	F	148	0.2	---	---	---	---	0.1	0.1	0.2	---	---	0.1	---	0.1	0.2	0.2	0.1	0.4	---	---
IND	T	41	***	---	0.2	---	---	---	---	---	0.1	---	0.1	0.1	0.1	0.1	---	---	---	0.1	0.1
	M	12	***	---	0.2	---	---	***	***	---	---	---	---	---	0.1	---	---	---	***	0.1	0.1
	F	29	***	---	---	---	---	***	***	***	0.1	---	0.1	0.1	---	0.1	0.1	---	***	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

VIRGINIA
NO. OF DISTRICTS (SAMPLED) -- 116
NO. OF SCHOOLS INCLUDED ---- 1,772

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	98,214	100.0	0.8	1.8	0.1	1.1	25.5	23.7	4.7	1.8	0.3	1.9	0.9	1.7	6.7	0.8	5.2	19.1	2.7	0.8
	M	26,404	100.0	2.4	5.5	0.4	3.4	9.1	35.0	4.4	2.2	0.5	0.3	1.5	1.6	0.7	0.8	0.4	21.9	7.5	2.4
	F	71,810	100.0	0.2	0.5	0.1	0.3	31.5	19.6	4.8	1.7	0.3	2.5	0.7	1.8	9.0	0.9	7.0	18.1	1.0	0.2
WH*	T	75,607	100.0	0.9	2.0	0.1	1.1	27.0	25.8	4.5	1.9	0.4	2.2	1.0	1.8	6.4	0.5	6.0	15.4	2.2	0.7
	M	19,942	100.0	2.9	6.3	0.3	3.5	9.8	40.2	4.2	2.4	0.6	0.4	1.8	1.7	0.6	0.9	0.4	14.6	7.4	2.1
	F	55,665	100.0	0.2	0.5	0.1	0.3	33.2	20.7	4.6	1.7	0.3	2.8	0.7	1.9	8.5	0.4	8.0	15.8	0.3	0.2
MIN	T	22,607	100.0	0.3	1.3	0.2	1.1	20.5	16.7	5.5	1.5	0.3	1.1	0.6	1.5	7.9	2.0	2.4	31.3	4.6	1.3
	M	6,462	100.0	0.9	3.3	0.4	3.2	6.9	18.8	5.2	1.4	0.3	0.1	0.5	1.3	1.1	0.6	0.4	44.4	7.6	3.7
	F	16,145	100.0	0.1	0.4	0.1	0.3	25.9	15.9	5.6	1.5	0.3	1.5	0.6	1.5	10.7	2.5	3.3	26.0	3.4	0.3
BL*	T	22,209	100.0	0.3	1.3	0.2	1.1	20.6	16.7	5.5	1.5	0.3	1.1	0.6	1.5	8.0	2.0	2.4	31.1	4.6	1.3
	M	6,342	100.0	0.9	3.3	0.5	3.2	6.9	18.8	5.3	1.5	0.3	0.1	0.5	1.3	1.1	0.6	0.4	44.2	7.6	3.7
	F	15,867	100.0	0.1	0.4	0.1	0.3	26.1	15.9	5.6	1.6	0.3	1.5	0.6	1.5	10.7	2.5	3.2	25.8	3.4	0.3
HSP	T	158	100.0	---	1.9	---	0.6	13.3	32.9	1.9	0.6	---	---	1.3	2.5	3.8	1.9	3.2	31.6	3.8	0.6
	M	57	100.0	---	3.5	---	1.8	---	24.6	1.8	---	---	---	1.8	---	---	---	---	54.4	10.5	1.8
	F	101	100.0	---	1.0	---	---	20.8	37.6	2.0	1.0	---	---	1.0	4.0	5.9	3.0	5.0	18.8	---	---
AAB	T	199	100.0	1.0	---	---	---	11.6	11.6	5.0	---	---	0.5	---	1.0	7.0	1.0	4.5	56.3	---	0.5
	M	51	100.0	3.9	---	---	---	9.8	15.7	2.0	---	---	---	---	2.0	---	---	5.9	58.8	---	2.0
	F	148	100.0	---	---	---	---	12.2	10.1	6.1	---	---	0.7	---	0.7	9.5	1.4	4.1	55.4	---	---
IND	T	41	100.0	---	7.3	---	---	14.6	12.2	4.9	2.4	---	2.4	2.4	2.4	17.1	2.4	---	24.4	4.9	2.4
	M	12	100.0	---	25.0	---	---	8.3	8.3	---	---	---	---	---	8.3	---	---	---	25.0	16.7	8.3
	F	29	100.0	---	---	---	---	17.2	13.8	6.9	3.4	---	3.4	3.4	---	24.1	3.4	---	24.1	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

WASHINGTON
NO. OF DISTRICTS (SAMPLED) -- 129
NO. OF SCHOOLS INCLUDED ---- 1,320

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	56,034	25,782	30,252	52,652	3,382	1,292	643	852	595
OFFICIALS/ADMIN/MANAGERS	938	822	116	896	42	10	8	6	18
PRINCIPALS	1,392	1,323	69	1,346	46	25	1	4	16
ASST PRINCIPALS, TEACH	58	54	4	58	---	---	---	---	---
ASST PRINCIPALS, N.T.	490	444	46	449	41	26	1	9	5
ELEMENTARY TEACHERS	14,490	3,648	10,842	13,828	662	252	67	265	78
SECONDARY TEACHERS	15,356	9,946	5,410	14,770	586	173	111	197	105
OTHER TEACHERS	3,054	1,146	1,908	2,862	192	99	27	54	12
GUIDANCE	1,191	694	497	1,119	72	31	4	15	22
PSYCHOLOGICAL	220	144	76	219	1	---	---	---	1
LIBRARIANS/AUDIO-VISUAL	1,156	214	942	1,117	39	16	2	17	4
CONSULTANTS/SUPER OF INST	426	264	162	379	47	26	3	8	10
OTHER PROFESSIONALS	1,028	279	749	968	60	28	6	13	13
TEACHERS AIDES	3,337	330	3,007	2,560	777	321	215	68	173
TECHNICIANS	534	319	215	495	39	6	7	18	8
CLERICAL/SECRETARIAL	3,965	108	3,857	3,741	224	72	36	75	41
SERVICE WORKERS	6,568	4,345	2,223	6,107	461	184	122	87	68
SKILLED CRAFT	1,352	1,254	98	1,303	49	14	13	7	15
LABORERS, UNSKILLED	479	448	31	435	44	9	20	9	6
TOTAL, PART-TIME	11,976	1,996	9,980	11,487	489	211	59	123	96
PROFESSIONAL/INSTRUCTION	9,574	1,382	8,192	9,156	418	187	52	91	88
ALL OTHER	2,402	614	1,788	2,331	71	24	7	32	8
TOTAL, NEW HIRES	4,351	1,528	2,823	3,987	364	107	94	107	56
PROFESSIONAL STAFF	2,514	981	1,533	2,337	177	53	44	58	22
NON-PROFESSIONAL STAFF	1,837	547	1,290	1,650	187	54	50	49	34

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

WASHINGTON
NO. OF DISTRICTS (SAMPLED) -- 129
NO. OF SCHOOLS INCLUDED ---- 1,320

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN& MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN& FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	24,529	1,253	449	257	283	264	28,123	2,129	843	386	569	331
OFFICIALS/ADMIN/MANAGERS	794	28	7	3	4	14	102	14	3	5	2	4
PRINCIPALS	1,288	35	15	1	3	16	58	11	10	---	1	---
ASST PRINCIPALS, TEACH	54	---	---	---	---	---	4	---	---	---	---	---
ASST PRINCIPALS, N.T.	419	25	13	1	6	5	30	16	13	---	3	---
ELEMENTARY TEACHERS	3,513	135	41	22	41	31	10,315	527	211	45	224	47
SECONDARY TEACHERS	9,627	319	82	66	91	80	5,143	267	91	45	106	25
OTHER TEACHERS	1,087	59	27	12	17	3	1,775	133	72	15	37	9
GUIDANCE	661	33	11	3	4	15	458	39	20	1	11	7
PSYCHOLOGICAL	143	1	---	---	---	1	76	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	209	5	---	---	3	2	908	34	16	2	14	2
CONSULTANTS/SUPER OF INST	251	13	5	---	4	4	128	34	21	3	4	6
OTHER PROFESSIONALS	268	11	4	---	3	4	700	49	24	6	10	9
TEACHERS AIDES	206	124	73	16	14	21	2,354	653	248	199	54	152
TECHNICIANS	291	28	6	4	10	8	204	11	---	3	8	---
CLERICAL/SECRETARIAL	96	12	9	1	2	---	3,645	212	63	35	73	41
SERVICE WORKERS	4,012	333	134	95	65	39	2,095	128	50	27	22	29
SKILLED CRAFT	1,205	49	14	13	7	15	98	---	---	---	---	---
LABORERS, UNSKILLED	405	43	8	20	9	6	30	1	1	---	---	---
TOTAL, PART-TIME	1,918	78	31	17	20	10	9,569	411	180	42	103	86
PROFESSIONAL/INSTRUCTION	1,329	53	20	13	11	9	7,827	365	167	39	80	79
ALL OTHER	589	25	11	4	9	1	1,742	46	13	3	23	7
TOTAL, NEW HIRES	1,424	104	34	25	30	15	2,563	260	73	69	77	41
PROFESSIONAL STAFF	935	46	14	15	9	8	1,402	131	39	29	49	14
NON-PROFESSIONAL STAFF	489	58	20	10	21	7	1,161	129	34	40	28	27

* NOT OF HISPANIC ORIGIN, & INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

WASHINGTON
NO. OF DISTRICTS (SAMPLED) — 129
NO. OF SCHOOLS INCLUDED —— 1,320

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	56,034	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	25,782	46.0	87.6	95.0	93.1	90.6	25.2	64.8	37.5	58.3	65.5	18.5	62.0	27.1	9.9	59.7	2.7	66.2	92.8	93.5
	F	30,252	54.0	12.4	5.0	6.9	9.4	74.8	35.2	62.5	41.7	34.5	81.5	38.0	72.9	90.1	40.3	97.3	33.8	7.2	6.5
WH*	T	52,652	94.0	95.5	96.7	100.0	91.6	95.4	96.2	93.7	94.0	99.5	96.6	88.9	94.2	76.7	92.7	94.3	93.0	96.3	90.9
	M	24,529	43.8	84.6	92.5	93.1	85.5	24.2	62.7	35.6	55.5	65.0	18.1	58.9	26.1	6.2	54.5	2.4	61.1	89.1	89.4
	F	28,123	50.2	10.9	4.2	6.9	6.1	71.2	33.5	58.1	38.5	34.5	78.5	30.0	68.1	70.5	38.2	91.9	31.9	7.2	5.3
MIN	T	3,382	6.0	4.5	3.3	---	8.4	4.5	3.8	6.3	6.1	0.5	3.3	11.1	5.9	23.3	7.3	5.6	7.0	3.6	9.2
	M	1,253	2.2	3.0	2.5	---	5.1	0.9	2.1	1.9	2.8	0.5	0.4	3.1	1.1	3.7	5.2	0.3	5.1	3.6	9.0
	F	2,129	3.8	1.5	0.8	---	3.3	3.6	1.7	4.4	3.3	---	2.9	8.0	4.8	19.6	2.1	5.3	1.9	---	0.2
BL*	T	1,292	2.3	1.0	1.8	---	5.4	1.8	1.1	3.3	2.6	---	1.4	6.1	2.7	9.6	1.1	1.8	2.8	1.0	1.9
	M	449	0.8	0.7	1.1	---	2.7	0.3	0.5	0.9	0.9	---	---	1.2	0.4	2.2	1.1	0.2	2.0	1.0	1.7
	F	843	1.5	0.3	0.7	---	2.7	1.5	0.6	2.4	1.7	---	1.4	4.9	2.3	7.4	---	1.6	0.8	---	0.2
HSP	T	643	1.1	0.8	0.1	---	0.2	0.5	0.7	0.9	0.4	---	0.2	0.7	0.6	6.5	1.3	0.9	1.8	1.0	4.2
	M	257	0.5	0.3	0.1	---	0.2	0.2	0.4	0.4	0.3	---	---	---	---	0.5	0.7	***	1.4	1.0	4.2
	F	386	0.7	0.5	---	---	---	0.3	0.3	0.5	0.1	---	0.2	0.7	0.6	6.0	0.6	0.9	0.4	---	---
AA#	T	852	1.5	0.6	0.3	---	1.8	1.8	1.3	1.8	1.2	---	1.5	1.8	1.3	2.0	3.4	1.9	1.3	0.5	1.9
	M	283	0.5	0.4	0.2	---	1.2	0.3	0.6	0.6	0.3	---	0.3	0.9	0.3	0.4	1.9	0.1	1.0	0.5	1.9
	F	569	1.0	0.2	0.1	---	0.6	1.5	0.7	1.2	0.9	---	1.2	0.9	1.0	1.6	1.5	1.8	0.3	---	---
IND	T	595	1.1	1.9	1.1	---	1.0	0.5	0.7	0.4	1.9	0.5	0.4	2.3	1.3	5.2	1.5	1.0	1.0	1.1	1.3
	M	264	0.5	1.5	1.1	---	1.0	0.2	0.5	0.1	1.3	0.5	0.2	0.9	0.4	0.6	1.5	---	0.6	1.1	1.3
	F	331	0.6	0.4	---	---	---	0.3	0.2	0.3	0.6	---	0.2	1.4	0.9	4.6	---	1.0	0.4	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

WASHINGTON
NO. OF DISTRICTS (SAMPLED) -- 129
NO. OF SCHOOLS INCLUDED ---- 1,320

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	56,034	100.0	1.7	2.5	0.1	0.9	25.9	27.4	5.5	2.1	0.4	2.1	0.8	1.8	6.0	1.0	7.1	11.7	2.4	0.5
	M	25,782	100.0	3.2	5.1	0.2	1.7	14.1	38.6	4.4	2.7	0.6	0.8	1.0	1.1	1.3	1.2	0.4	16.9	4.9	1.7
	F	30,252	100.0	0.4	0.2	***	0.2	35.8	17.9	6.3	1.6	0.3	3.1	0.5	2.5	9.9	0.7	12.7	7.3	0.3	0.1
WH*	T	52,652	100.0	1.7	2.6	0.1	0.9	26.3	28.1	5.4	2.1	0.4	2.1	0.7	1.8	4.9	0.9	7.1	11.6	2.5	0.8
	M	24,529	100.0	3.2	5.3	0.2	1.7	14.3	39.2	4.4	2.7	0.6	0.9	1.0	1.1	0.8	1.2	0.4	16.4	4.9	1.7
	F	28,123	100.0	0.4	0.2	***	0.1	36.7	18.3	6.3	1.6	0.3	3.2	0.5	2.5	8.4	0.7	13.0	7.4	0.3	0.1
MIN	T	3,382	100.0	1.2	1.4	---	1.2	19.6	17.3	5.7	2.1	***	1.2	1.4	1.8	23.0	1.2	6.6	13.6	1.4	1.3
	M	1,253	100.0	2.2	2.8	---	2.0	10.8	25.5	4.7	2.6	0.1	0.4	1.0	0.9	9.9	2.2	1.0	26.6	3.9	3.4
	F	2,129	100.0	0.7	0.5	---	0.8	24.8	12.5	6.2	1.8	---	1.6	1.6	2.3	30.7	0.5	10.0	6.0	---	***
BL*	T	1,292	100.0	0.8	1.9	---	2.0	19.5	13.4	7.7	2.4	---	1.2	2.0	2.2	24.8	0.5	5.6	14.2	1.1	0.7
	M	449	100.0	1.6	3.3	---	2.9	9.1	18.3	6.0	2.4	---	---	1.1	0.9	16.3	1.3	2.0	29.8	3.1	1.8
	F	843	100.0	0.4	1.2	---	1.5	25.0	10.8	8.5	2.4	---	1.9	2.5	2.8	29.4	---	7.5	5.9	---	0.1
HSP	T	643	100.0	1.2	0.2	---	0.2	10.4	17.3	4.2	0.6	---	0.3	0.5	0.9	33.4	1.1	5.6	19.0	2.0	3.1
	M	257	100.0	1.2	0.4	---	0.4	8.6	25.7	4.7	1.2	---	---	---	---	6.2	1.6	0.4	37.0	5.1	7.8
	F	386	100.0	1.3	---	---	---	11.7	11.7	3.9	0.3	---	0.5	0.8	1.6	51.6	0.8	9.1	7.0	---	---
AA#	T	852	100.0	0.7	0.5	---	1.1	31.1	23.1	6.3	1.8	---	2.0	0.9	1.5	8.0	2.1	8.8	10.2	0.8	1.1
	M	283	100.0	1.4	1.1	---	2.1	14.5	32.2	6.0	1.4	---	1.1	1.4	1.1	4.9	3.5	0.7	23.0	2.5	3.2
	F	569	100.0	0.4	0.2	---	0.5	39.4	18.6	6.5	1.9	---	2.5	0.7	1.8	9.5	1.4	12.8	3.9	---	---
IND	T	595	100.0	3.0	2.7	---	0.8	13.1	17.6	2.0	3.7	0.2	0.7	1.7	2.2	29.1	1.3	6.9	11.4	2.5	1.0
	M	264	100.0	5.3	6.1	---	1.9	11.7	30.3	1.1	5.7	0.4	0.8	1.5	1.5	8.0	3.0	---	14.8	5.7	2.3
	F	331	100.0	1.2	---	---	---	14.2	7.6	2.7	2.1	---	0.6	1.8	2.7	45.9	---	12.4	8.8	---	---

* NOT OF HISPANIC ORIGIN. # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

WEST VIRGINIA
NO. OF DISTRICTS (SAMPLED) — 51
NO. OF SCHOOLS INCLUDED ---- 1,171

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#
TOTAL, FULL-TIME STAFF	33,976	11,483	22,493	32,973	1,003	961	35	7
OFFICIALS/ADMIN/MANAGERS	365	315	50	353	12	12	---	---
PRINCIPALS	1,106	821	285	1,087	19	17	2	---
ASST PRINCIPALS, TEACH	84	72	12	83	1	1	---	---
ASST PRINCIPALS, N.T.	212	195	17	207	5	4	1	---
ELEMENTARY TEACHERS	9,284	1,237	8,047	9,019	265	253	9	3
SECONDARY TEACHERS	8,506	4,000	4,506	8,233	273	258	14	1
OTHER TEACHERS	803	209	594	752	51	51	---	---
GUIDANCE	422	161	261	416	6	6	---	---
PSYCHOLOGICAL	34	11	23	33	1	1	---	---
LIBRARIANS/AUDIO-VISUAL	343	46	297	336	7	7	---	---
CONSULTANTS/SUPER OF INST	257	98	159	247	10	10	---	---
OTHER PROFESSIONALS	618	167	451	596	22	21	1	---
TEACHERS AIDES	2,366	18	2,348	2,255	111	108	3	---
TECHNICIANS	52	23	29	52	---	---	---	---
CLERICAL/SECRETARIAL	1,704	66	1,638	1,681	23	22	1	---
SERVICE WORKERS	6,979	3,288	3,691	6,789	190	183	4	3
SKILLED CRAFT	654	620	34	651	3	3	---	---
LABORERS, UNSKILLED	187	136	51	183	4	4	---	---
TOTAL, PART-TIME	1,343	353	990	1,309	34	30	4	---
PROFESSIONAL/INSTRUCTION	687	112	575	663	24	22	2	---
ALL OTHER	656	241	415	646	10	8	2	---
TOTAL, NEW HIRES	3,384	1,134	2,250	3,258	126	121	3	2
PROFESSIONAL STAFF	2,512	803	1,709	2,427	85	81	3	1
NON-PROFESSIONAL STAFF	872	331	541	831	41	40	---	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

WEST VIRGINIA
NO. OF DISTRICTS (SAMPLED) -- 51
NO. OF SCHOOLS INCLUDED ---- 1,171

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-FEMALE	ASIAN# PANICE FEMALE
TOTAL, FULL-TIME STAFF	11,170	313	298	14	1	21,803	690	663	21	6
OFFICIALS/ADMIN/MANAGERS	306	9	9	---	---	47	3	3	---	---
PRINCIPALS	811	10	8	2	---	276	9	9	---	---
ASST PRINCIPALS, TEACH	71	1	1	---	---	12	---	---	---	---
ASST PRINCIPALS, N.T.	191	4	3	1	---	16	1	1	---	---
ELEMENTARY TEACHERS	1,201	36	35	1	---	7,818	229	218	8	3
SECONDARY TEACHERS	3,883	117	109	8	---	4,350	156	149	6	1
OTHER TEACHERS	197	12	12	---	---	555	39	39	---	---
GUIDANCE	158	3	3	---	---	258	3	3	---	---
PSYCHOLOGICAL	11	---	---	---	---	22	1	1	---	---
LIBRARIANS/AUDIO-VISUAL	45	1	1	---	---	291	6	6	---	---
CONSULTANTS/SUPER OF INST	95	3	3	---	---	152	7	7	---	---
OTHER PROFESSIONALS	159	8	8	---	---	437	14	13	1	---
TEACHERS AIDES	18	---	---	---	---	2,237	111	108	3	---
TECHNICIANS	23	---	---	---	---	29	---	---	---	---
CLERICAL/SECRETARIAL	66	---	---	---	---	1,615	23	22	1	---
SERVICE WORKERS	3,186	102	99	2	1	3,603	88	84	2	2
SKILLED CRAFT	617	3	3	---	---	34	---	---	---	---
LABORERS, UNSKILLED	132	4	4	---	---	51	---	---	---	---
TOTAL, PART-TIME	337	16	14	2	---	972	18	16	2	---
PROFESSIONAL/INSTRUCTION	102	10	10	---	---	561	14	12	2	---
ALL OTHER	235	6	4	2	---	411	4	4	---	---
TOTAL, NEW HIRES	1,088	46	45	---	1	2,170	80	76	3	1
PROFESSIONAL STAFF	774	29	29	---	---	1,653	56	52	3	1
NON-PROFESSIONAL STAFF	314	17	16	---	1	517	24	24	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

WEST VIRGINIA
NO. OF DISTRICTS (SAMPLED) -- 51
NO. OF SCHOOLS INCLUDED ---- 1,171

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	33,976	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	11,483	33.8	86.3	74.2	85.7	92.0	13.3	47.0	26.0	38.2	32.4	13.4	38.1	27.0	0.8	44.2	3.9	47.1	94.8	72.7
	F	22,493	66.2	13.7	25.8	14.3	8.0	86.7	53.0	74.0	61.8	67.6	86.6	61.9	73.0	99.2	55.8	96.1	52.9	5.2	27.3
WH*	T	32,973	97.0	96.7	98.3	98.8	97.6	97.1	96.8	93.6	98.5	97.1	97.9	96.1	96.4	95.3	100.0	98.7	97.3	99.5	97.9
	M	11,170	32.9	83.8	73.3	84.5	90.1	12.9	45.7	24.5	37.4	32.4	13.1	37.0	25.7	0.8	44.2	3.9	45.7	94.3	70.6
	F	21,803	64.2	12.9	25.0	14.3	7.5	84.2	51.1	69.1	61.1	64.7	84.8	59.1	70.7	94.5	55.8	94.8	51.6	5.2	27.3
MIN	T	1,003	3.0	3.3	1.7	1.2	2.4	2.9	3.2	6.4	1.4	2.9	2.0	3.9	3.6	4.7	---	1.3	2.8	0.5	2.1
	M	313	0.9	2.5	0.9	1.2	1.9	0.4	1.4	1.5	0.7	---	0.3	1.2	1.3	---	---	---	1.5	0.5	2.1
	F	690	2.0	0.8	0.8	---	0.5	2.5	1.8	4.9	0.7	2.9	1.7	2.7	2.3	4.7	---	1.3	1.3	---	---
BL*	T	961	2.8	3.3	1.5	1.2	1.9	2.7	3.1	6.4	1.4	2.9	2.0	3.9	3.4	4.6	---	1.3	2.6	0.5	2.1
	M	298	0.9	2.5	0.7	1.2	1.4	0.4	1.3	1.5	0.7	---	0.3	1.2	1.3	---	---	---	1.4	0.5	2.1
	F	663	2.0	0.8	0.8	---	0.5	2.3	1.8	4.9	0.7	2.9	1.7	2.7	2.1	4.6	---	1.3	1.2	---	---
HSP	T	35	0.1	---	0.2	---	0.5	0.1	0.2	---	---	---	---	---	0.2	0.1	---	0.1	---	---	---
	M	14	***	---	0.2	---	0.5	***	0.1	---	---	---	---	---	---	---	---	---	***	---	---
	F	21	0.1	---	---	---	---	0.1	0.1	---	---	---	---	---	0.2	0.1	---	0.1	***	---	---
AA#	T	7	***	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	M	1	***	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	***	---	---
	F	6	***	---	---	---	---	***	***	---	---	---	---	---	---	---	---	---	***	---	---
IND	T	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	M	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	F	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

WEST VIRGINIA
NO. OF DISTRICTS (SAMPLED) -- 51
NO. OF SCHOOLS INCLUDED ---- 1,171

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MGM	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	33,976	100.0	1.1	3.3	0.2	0.6	27.3	25.0	2.4	1.2	0.1	1.0	0.8	1.8	7.0	0.2	5.0	20.5	1.5	0.6
	M	11,483	100.0	2.7	7.1	0.6	1.7	10.8	34.8	1.8	1.4	0.1	0.4	0.9	1.5	0.2	0.2	0.6	28.6	5.4	1.2
	F	22,493	100.0	0.2	1.3	0.1	0.1	35.8	20.0	2.6	1.2	0.1	1.3	0.7	2.0	10.4	0.1	7.3	16.4	0.2	0.2
WH*	T	32,973	100.0	1.1	3.3	0.3	0.6	27.4	25.0	2.3	1.3	0.1	1.0	0.7	1.8	6.8	0.2	5.1	20.6	2.0	0.6
	M	11,170	100.0	2.7	7.3	0.6	1.7	10.8	34.8	1.8	1.4	0.1	0.4	0.9	1.4	0.2	0.2	0.6	28.5	5.5	1.2
	F	21,803	100.0	0.2	1.3	0.1	0.1	35.9	20.0	2.5	1.2	0.1	1.3	0.7	2.0	10.3	0.1	7.4	16.5	0.2	0.2
MIN	T	1,003	100.0	1.2	1.9	0.1	0.5	26.4	27.2	5.1	0.6	0.1	0.7	1.0	2.2	11.1	---	2.3	18.9	0.3	0.4
	M	313	100.0	2.9	3.2	0.3	1.3	11.5	37.4	3.8	1.0	---	0.3	1.0	2.6	---	---	---	32.6	1.0	1.3
	F	690	100.0	0.4	1.3	---	0.1	33.2	22.6	5.7	0.4	0.1	0.9	1.0	2.0	16.1	---	3.3	12.8	---	---
BL*	T	961	100.0	1.2	1.8	0.1	0.4	26.3	26.8	5.3	0.6	0.1	0.7	1.0	2.2	11.2	---	2.3	19.0	0.3	0.4
	M	298	100.0	3.0	2.7	0.3	1.0	11.7	36.6	4.0	1.0	---	0.3	1.0	2.7	---	---	---	33.2	1.0	1.3
	F	663	100.0	0.5	1.4	---	0.2	32.9	22.5	5.9	0.5	0.2	0.9	1.1	2.0	16.3	---	3.3	12.7	---	---
HSP	T	35	100.0	---	5.7	---	2.9	25.7	40.0	---	---	---	---	---	2.9	8.6	---	2.9	11.4	---	---
	M	14	100.0	---	14.3	---	7.1	7.1	57.1	---	---	---	---	---	---	---	---	---	14.3	---	---
	F	21	100.0	---	---	---	---	38.1	28.6	---	---	---	---	---	4.8	14.3	---	4.8	9.5	---	---
AAS	T	7	100.0	---	---	---	---	42.9	14.3	---	---	---	---	---	---	---	---	---	42.9	---	---
	M	1	100.0	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	100.0	---	---
	F	6	100.0	---	---	---	---	50.0	16.7	---	---	---	---	---	---	---	---	---	33.3	---	---
IND	T	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	M	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	F	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

* NOT OF HISPANIC ORIGIN, @ INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

WISCONSIN
NO. OF DISTRICTS (SAMPLED) -- 219
NO. OF SCHOOLS INCLUDED ---- 1,665

CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	74,294	30,678	43,616	71,495	2,799	2,217	263	112	207
OFFICIALS/ADMIN/MANAGERS	941	867	74	923	18	8	5	2	3
PRINCIPALS	1,643	1,486	157	1,618	25	23	2	---	---
ASST PRINCIPALS, TEACH	211	160	51	207	4	---	---	---	4
ASST PRINCIPALS, N.T.	576	471	105	508	68	64	3	---	1
ELEMENTARY TEACHERS	22,198	4,664	17,534	21,505	693	579	42	49	23
SECONDARY TEACHERS	21,679	13,527	8,152	21,106	573	471	56	29	17
OTHER TEACHERS	2,260	688	1,572	2,194	66	53	9	4	---
GUIDANCE	1,438	940	498	1,369	69	56	6	1	6
PSYCHOLOGICAL	364	214	150	352	12	8	2	2	---
LIBRARIANS/AUDIO-VISUAL	1,310	247	1,063	1,289	21	9	2	3	7
CONSULTANTS/SUPER OF INST	538	312	226	504	34	20	4	1	9
OTHER PROFESSIONALS	1,427	442	985	1,368	59	45	9	2	3
TEACHERS AIDES	4,188	175	4,013	3,629	559	409	67	4	79
TECHNICIANS	231	94	137	210	21	13	1	1	6
CLERICAL/SECRETARIAL	4,828	67	4,761	4,723	105	63	16	6	20
SERVICE WORKERS	8,449	4,441	4,008	8,082	367	303	30	8	26
SKILLED CRAFT	1,179	1,141	38	1,128	51	44	6	---	1
LABORERS, UNSKILLED	834	742	92	780	54	49	3	---	2
TOTAL, PART-TIME	16,040	3,922	12,118	14,933	1,107	905	150	23	29
PROFESSIONAL/INSTRUCTION	11,062	2,503	8,559	10,100	962	787	134	15	26
ALL OTHER	4,978	1,419	3,559	4,833	145	118	16	8	3
TOTAL, NEW HIRES	5,879	1,963	3,916	5,713	166	102	38	12	14
PROFESSIONAL STAFF	4,316	1,559	2,757	4,231	85	55	19	8	3
NON-PROFESSIONAL STAFF	1,563	404	1,159	1,482	81	47	19	4	11

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

WISCONSIN
NO. OF DISTRICTS (SAMPLED) -- 219
NO. OF SCHOOLS INCLUDED ---- 1,665

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	29,830	848	653	98	30	67	41,665	1,951	1,564	165	82	140
OFFICIALS/ADMIN/MANAGERS	853	14	5	5	1	3	70	4	3	---	1	---
PRINCIPALS	1,468	18	16	2	---	---	150	7	7	---	---	---
ASST PRINCIPALS, TEACH	1[illegible]6	4	---	---	---	4	51	---	---	---	---	---
ASST PRINCIPALS, N.T.	422	49	45	3	---	1	86	19	19	---	---	---
ELEMENTARY TEACHERS	4,5[illegible]1	73	60	4	3	6	16,914	620	519	38	46	17
SECONDARY TEACHERS	13,262	265	209	30	14	12	7,844	308	262	26	15	5
OTHER TEACHERS	670	18	15	2	1	---	1,524	48	38	7	3	---
GUIDANCE	912	28	22	3	1	2	457	[illegible]1	34	3	---	4
PSYCHOLOGICAL	207	7	4	2	1	---	145	5	4	---	1	---
LIBRARIANS/AUDIO-VISUAL	243	4	1	1	2	---	1,046	17	8	1	1	7
CONSULTANTS/SUPER OF INST	300	12	6	---	1	5	204	22	14	4	---	4
OTHER PROFESSIONALS	418	24	18	6	---	---	950	35	27	3	2	3
TEACHERS AIDES	96	79	54	8	---	17	3,533	480	355	59	4	62
TECHNICIANS	87	7	3	1	1	2	123	14	10	---	---	4
CLERICAL/SECRETARIAL	62	5	2	1	---	2	4,661	100	61	15	6	18
SERVICE WORKERS	4,301	140	102	21	5	12	3,781	227	201	9	3	14
SKILLED CRAFT	1,090	51	44	6	---	1	38	---	---	---	---	---
LABORERS, UNSKILLED	692	50	47	3	---	---	88	4	2	---	---	2
TOTAL, PART-TIME	3,661	261	210	33	12	6	11,272	846	695	117	11	23
PROFESSIONAL/INSTRUCTION	2,288	215	175	27	8	5	7,812	747	612	107	7	21
ALL OTHER	1,373	46	35	6	4	1	3,460	99	83	10	4	2
TOTAL, NEW HIRES	1,890	73	51	12	7	3	3,823	93	51	26	5	11
PROFESSIONAL STAFF	1,529	30	17	7	4	2	2,702	55	38	12	4	1
NON-PROFESSIONAL STAFF	361	43	34	5	3	1	1,121	38	13	14	1	10

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

WISCONSIN
NO. OF DISTRICTS (SAMPLED) -- 219
NO. OF SCHOOLS INCLUDED ---- 1,665

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	74,294	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	30,678	41.3	92.1	90.4	75.8	81.8	21.0	62.4	30.4	65.4	58.8	18.9	58.0	31.0	4.2	40.7	1.4	52.6	96.8	89.0
	F	43,616	58.7	7.9	9.6	24.2	18.2	79.0	37.6	69.6	34.6	41.2	81.1	42.0	69.0	95.8	59.3	98.6	47.4	3.2	11.0
WHI*	T	71,495	96.2	98.0	98.4	98.1	88.2	96.9	97.4	97.0	95.2	96.7	98.3	93.7	95.9	86.7	90.9	97.8	95.7	93.7	93.6
	M	29,830	40.2	90.6	89.3	73.9	73.3	20.7	61.2	29.6	63.4	56.9	18.5	55.8	29.3	2.3	37.7	1.3	50.9	92.5	83.0
	F	41,665	56.1	7.4	9.1	24.2	14.9	76.2	36.2	67.4	31.8	39.8	79.8	37.9	66.6	84.4	53.2	96.5	44.8	3.2	10.6
MIN	T	2,799	3.8	1.9	1.5	1.9	11.8	3.1	2.6	2.9	4.8	3.3	1.6	6.3	4.2	13.4	9.1	2.2	4.4	4.3	6.5
	M	848	1.1	1.5	1.1	1.9	8.5	0.3	1.2	0.8	1.9	1.9	0.3	2.2	1.7	1.9	3.0	0.1	1.7	4.3	6.0
	F	1,951	2.6	0.4	0.4	---	3.3	2.8	1.4	2.1	2.9	1.4	1.3	4.1	2.5	11.5	6.1	2.1	2.7	---	0.5
BL*	T	2,217	3.0	0.8	1.4	---	2.1	2.6	2.2	2.4	3.9	2.2	0.7	3.7	3.2	9.8	5.6	1.3	3.6	3.7	5.8
	M	653	0.9	0.5	1.0	---	7.8	0.3	1.0	0.7	1.5	1.1	0.1	1.1	1.3	1.3	1.3	***	1.2	3.7	5.6
	F	1,564	2.1	0.3	0.4	---	3.3	2.3	1.2	1.7	2.4	1.1	0.6	2.6	1.9	8.5	4.3	1.3	2.4	---	0.2
HSP	T	263	0.4	0.5	0.1	---	0.5	0.2	0.2	0.4	0.4	0.5	0.2	0.7	0.6	1.6	0.4	0.3	0.3	0.5	0.4
	M	98	0.1	0.5	0.1	---	0.5	***	0.1	0.1	0.2	0.5	0.1	---	0.4	0.2	0.4	***	0.2	0.5	0.4
	F	165	0.2	---	---	---	---	0.2	0.1	0.3	0.2	---	0.1	0.7	0.2	1.4	---	0.3	0.1	---	---
AA#	T	112	0.2	0.2	---	---	---	0.2	0.2	0.1	0.1	0.6	0.3	0.2	0.1	0.1	0.4	0.1	0.1	---	---
	M	30	***	0.1	---	---	---	***	0.1	***	0.1	0.3	0.2	0.2	---	---	0.4	---	0.1	---	---
	F	82	0.1	0.1	---	---	---	0.2	0.1	0.1	---	0.3	0.1	---	0.1	0.1	---	0.1	***	---	---
IND	T	207	0.3	0.3	---	1.9	0.2	0.1	0.1	---	0.4	---	0.5	1.6	0.2	1.9	2.6	0.4	0.3	0.1	0.2
	M	67	0.1	0.3	---	1.9	0.2	***	0.1	---	0.1	---	---	0.9	---	0.4	0.9	***	0.1	0.1	---
	F	140	0.2	---	---	---	---	0.1	***	---	0.3	---	0.5	0.7	0.2	1.5	1.7	0.4	0.2	---	0.2

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

WISCONSIN
NO. OF DISTRICTS (SAMPLED) -- 219
NO. OF SCHOOLS INCLUDED ----- 1,665

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	74,294	100.0	1.3	2.2	0.3	0.8	29.9	29.2	3.0	1.9	0.5	1.8	0.7	1.9	5.6	0.3	6.5	11.4	1.6	1.1
	M	30,678	100.0	2.8	4.8	0.5	1.5	15.2	44.1	2.2	3.1	0.7	0.8	1.0	1.4	0.6	0.3	0.2	14.5	3.7	2.4
	F	43,616	100.0	0.2	0.4	0.1	0.2	40.2	18.7	3.6	1.1	0.3	2.4	0.5	2.3	9.2	0.3	10.9	9.2	0.1	0.2
WH*	T	71,495	100.0	1.3	2.3	0.3	0.7	30.1	29.5	3.1	1.9	0.5	1.8	0.7	1.9	5.1	0.3	6.6	11.3	1.6	1.1
	M	29,830	100.0	2.9	4.9	0.5	1.4	15.4	44.5	2.2	3.1	0.7	0.8	1.0	1.4	0.3	0.3	0.2	14.4	3.7	2.3
	F	41,665	100.0	0.2	0.4	0.1	0.2	40.6	18.8	3.7	1.1	0.3	2.5	0.5	2.3	8.5	0.3	11.2	9.1	0.1	0.2
MIN	T	2,799	100.0	0.6	0.9	0.1	2.4	24.8	20.5	2.4	2.5	0.4	0.8	1.2	2.1	20.0	0.8	3.8	13.1	1.8	1.9
	M	848	100.0	1.7	2.1	0.5	5.8	8.6	31.3	2.[illegible]	3.3	0.8	0.5	1.4	2.8	9.3	0.8	0.6	16.5	6.0	5.9
	F	1,951	100.0	0.2	0.4	---	1.0	31.8	15.8	2.5	2.1	0.3	0.9	1.1	1.8	24.6	0.7	5.1	11.6	---	0.2
BL*	T	2,217	100.0	0.4	1.0	---	2.9	26.1	21.2	2.4	2.5	0.4	0.4	0.9	2.0	18.4	0.6	2.8	13.7	2.0	2.2
	M	653	100.0	0.8	2.5	---	6.9	9.2	32.0	2.3	3.4	0.6	0.2	0.9	2.8	8.3	0.5	0.3	15.6	6.7	7.2
	F	1,564	100.0	0.2	0.4	---	1.2	33.2	16.8	2.4	2.2	0.3	0.5	0.9	1.7	22.7	0.6	3.9	12.9	---	0.1
HSP	T	263	100.0	1.9	0.8	---	1.1	16.0	21.3	3.4	2.3	0.8	0.8	1.5	3.4	25.5	0.4	6.1	11.4	2.3	1.1
	M	98	100.0	5.1	2.0	---	3.1	4.1	30.6	2.0	3.1	2.0	1.0	---	6.1	8.2	1.0	1.0	21.4	6.1	3.1
	F	165	100.0	---	---	---	---	23.0	15.8	4.2	1.8	---	0.6	2.4	1.8	35.8	---	9.1	5.5	---	---
AAS	T	112	100.0	1.8	---	---	---	43.8	25.9	3.6	0.9	1.8	2.7	0.9	1.8	3.6	0.9	5.4	7.1	---	---
	M	30	100.0	3.3	---	---	---	10.0	46.7	3.3	3.3	3.3	6.7	3.3	---	---	3.3	---	16.7	---	---
	F	82	100.0	1.2	---	---	---	56.1	18.3	3.7	---	1.2	1.2	---	2.4	4.9	---	7.3	3.7	---	---
IND	T	207	100.0	1.4	---	1.9	0.5	11.1	8.2	---	2.9	---	3.4	4.3	1.4	38.2	2.9	9.7	12.6	0.5	1.0
	M	67	100.0	4.5	---	6.0	1.5	9.0	17.9	---	3.0	---	---	7.5	---	25.4	3.0	3.0	17.9	1.5	---
	F	140	100.0	---	---	---	---	12.1	3.6	---	2.9	---	5.0	2.9	2.1	44.3	2.9	12.9	10.0	---	1.4

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

TABLE 1. EMPLOYMENT BY RACE/ETHNIC/SEX GROUP

WYOMING
NO. OF DISTRICTS (SAMPLED) -- 22
NO. OF SCHOOLS INCLUDED ---- 236

JOB CATEGORY	TOTAL EMPLOYMENT	MALE	FEMALE	WHITE*	TOTAL MINORITY	BLACK*	HISPANIC	ASIAN#	INDIAN
TOTAL, FULL-TIME STAFF	7,852	3,151	4,701	7,566	286	43	189	18	36
OFFICIALS/ADMIN/MANAGERS	114	104	10	114	---	---	---	---	---
PRINCIPALS	195	182	13	195	---	---	---	---	---
ASST PRINCIPALS, TEACH	7	7	---	7	---	---	---	---	---
ASST PRINCIPALS, N.T.	57	45	12	57	---	---	---	---	---
ELEMENTARY TEACHERS	2,100	368	1,732	2,065	35	7	24	3	1
SECONDARY TEACHERS	2,427	1,571	856	2,369	58	5	33	8	12
OTHER TEACHERS	142	36	106	136	6	---	---	2	4
GUIDANCE	114	73	41	108	6	---	1	---	5
PSYCHOLOGICAL	48	33	15	46	2	1	1	---	---
LIBRARIANS/AUDIO-VISUAL	123	31	92	121	2	1	---	---	1
CONSULTANTS/SUPER OF INST	28	18	10	27	1	---	1	---	---
OTHER PROFESSIONALS	163	34	129	158	5	---	2	---	3
TEACHERS AIDES	604	11	593	541	63	6	53	1	3
TECHNICIANS	24	2	22	24	---	---	---	---	---
CLERICAL/SECRETARIAL	503	4	499	490	13	4	6	1	2
SERVICE WORKERS	1,067	513	554	988	79	15	56	3	5
SKILLED CRAFT	91	90	1	82	9	---	9	---	---
LABORERS, UNSKILLED	45	29	16	38	7	4	3	---	---
TOTAL, PART-TIME	2,398	769	1,629	2,260	138	32	96	8	2
PROFESSIONAL/INSTRUCTION	1,239	336	903	1,152	87	21	64	1	1
ALL OTHER	1,159	433	726	1,108	51	11	32	7	1
TOTAL, NEW HIRES	1,299	476	823	1,234	65	5	44	6	9
PROFESSIONAL STAFF	851	360	491	830	21	1	7	5	8
NON-PROFESSIONAL STAFF	448	116	332	404	44	5	37	1	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 2. RACE/ETHNIC GROUP EMPLOYMENT BY SEX

WYOMING
NO. OF DISTRICTS (SAMPLED) — 22
NO. OF SCHOOLS INCLUDED ---- 236

JOB CATEGORY	WHITE* MALE	MINORITY MALE	BLACK* MALE	HIS-PANIC MALE	ASIAN# MALE	INDIAN MALE	WHITE* FEMALE	MINORITY FEMALE	BLACK* FEMALE	HIS-PANIC FEMALE	ASIAN# FEMALE	INDIAN FEMALE
TOTAL, FULL-TIME STAFF	3,022	129	20	81	6	22	4,544	157	23	108	12	14
OFFICIALS/ADMIN/MANAGERS	104	---	---	---	---	---	10	---	---	---	---	---
PRINCIPALS	182	---	---	---	---	---	13	---	---	---	---	---
ASST PRINCIPALS, TEACH	7	---	---	---	---	---	---	---	---	---	---	---
ASST PRINCIPALS, N.T.	45	---	---	---	---	---	12	---	---	---	---	---
ELEMENTARY TEACHERS	360	8	2	5	---	1	1,705	27	5	19	3	---
SECONDARY TEACHERS	1,533	38	2	24	5	7	836	20	3	9	3	5
OTHER TEACHERS	31	5	---	---	1	4	105	1	---	---	1	---
GUIDANCE	67	6	---	1	---	5	41	---	---	---	---	---
PSYCHOLOGICAL	31	2	1	1	---	---	15	---	---	---	---	---
LIBRARIANS/AUDIO-VISUAL	31	---	---	---	---	---	90	2	1	---	---	1
CONSULTANTS/SUPER OF INST	17	1	---	1	---	---	10	---	---	---	---	---
OTHER PROFESSIONALS	32	2	---	1	---	1	126	3	---	1	---	2
TEACHERS AIDES	9	2	---	1	---	1	532	61	6	52	1	2
TECHNICIANS	2	---	---	---	---	---	22	---	---	---	---	---
CLERICAL/SECRETARIAL	4	---	---	---	---	---	486	13	4	6	1	2
SERVICE WORKERS	462	51	12	36	---	3	526	28	3	20	3	2
SKILLED CRAFT	81	9	---	9	---	---	1	---	---	---	---	---
LABORERS, UNSKILLED	24	5	3	2	---	---	14	2	1	1	---	---
TOTAL, PART-TIME	712	57	15	42	---	---	1,548	81	17	54	8	2
PROFESSIONAL/INSTRUCTION	300	36	11	25	---	---	852	51	10	39	1	1
ALL OTHER	412	21	4	17	---	---	696	30	7	15	7	1
TOTAL, NEW HIRES	458	18	4	10	2	2	776	47	2	34	4	7
PROFESSIONAL STAFF	355	5	1	---	2	2	475	16	---	7	3	6
NON-PROFESSIONAL STAFF	103	13	3	10	---	---	301	31	2	27	1	1

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EECC, 1975

TABLE 3. PARTICIPATION RATES OF FULL-TIME ELEMENTARY-SECONDARY STAFF

WYOMING
NO. OF DISTRICTS (SAMPLED) -- 22
NO. OF SCHOOLS INCLUDED ---- 236

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	7,852	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	M	3,151	40.1	91.2	93.3	100.0	78.9	17.5	64.7	25.4	64.0	68.8	25.2	64.3	20.9	1.8	8.3	0.8	48.1	98.9	64.4
	F	4,701	59.9	8.8	6.7	---	21.1	82.5	35.3	74.6	36.0	31.3	74.8	35.7	79.1	98.2	91.7	99.2	51.9	1.1	35.6
WH*	T	7,566	96.4	100.0	100.0	100.0	100.0	98.3	97.6	95.7	94.8	95.9	98.4	96.4	96.9	89.6	100.0	97.4	92.6	90.1	84.4
	M	3,022	38.5	91.2	93.3	100.0	78.9	17.1	63.2	21.8	58.8	64.6	25.2	60.7	19.6	1.5	8.3	0.8	43.3	89.0	53.3
	F	4,544	57.9	8.8	6.7	---	21.1	81.2	34.4	73.9	36.0	31.3	73.2	35.7	77.3	88.1	91.7	96.6	49.3	1.1	31.1
MIN	T	286	3.6	---	---	---	---	1.7	2.4	4.2	5.3	4.2	1.6	3.6	3.0	10.4	---	2.6	7.4	9.9	15.5
	M	129	1.6	---	---	---	---	0.4	1.6	3.5	5.3	4.2	---	3.6	1.2	0.3	---	---	4.8	9.9	11.1
	F	157	2.0	---	---	---	---	1.3	0.8	0.7	---	---	1.6	---	1.8	10.1	---	2.6	2.6	---	4.4
BL*	T	43	0.5	---	---	---	---	0.3	0.2	---	---	2.1	0.8	---	---	1.0	---	0.8	1.4	---	8.9
	M	20	0.3	---	---	---	---	0.1	0.1	---	---	2.1	---	---	---	---	---	---	1.1	---	6.7
	F	23	0.3	---	---	---	---	0.2	0.1	---	---	---	0.8	---	---	1.0	---	0.8	0.3	---	2.2
HSP	T	189	2.4	---	---	---	---	1.1	1.4	---	0.9	2.1	---	3.6	1.2	8.8	---	1.2	5.3	9.9	6.6
	M	81	1.0	---	---	---	---	0.2	1.0	---	0.9	2.1	---	3.6	0.6	0.2	---	---	3.4	9.9	4.4
	F	108	1.4	---	---	---	---	0.9	0.4	---	---	---	---	---	0.6	8.6	---	1.2	1.9	---	2.2
AAS	T	18	0.2	---	---	---	---	0.1	0.3	1.4	---	---	---	---	---	0.2	---	0.2	0.3	---	---
	M	6	0.1	---	---	---	---	---	0.2	0.7	---	---	---	---	---	---	---	---	---	---	---
	F	12	0.2	---	---	---	---	0.1	0.1	0.7	---	---	---	---	---	0.2	---	0.2	0.3	---	---
IND	T	36	0.5	---	---	---	---	---	0.5	2.8	4.4	---	0.8	---	1.8	0.5	---	0.4	0.5	---	---
	M	22	0.3	---	---	---	---	***	0.3	2.8	4.4	---	---	---	0.6	0.2	---	---	0.3	---	---
	F	14	0.2	---	---	---	---	---	0.2	---	---	---	0.8	---	1.2	0.3	---	0.4	0.2	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT

TABLE 4. OCCUPATIONAL DISTRIBUTION (%) OF FULL-TIME ELEMENTARY-SECONDARY STAFF

WYOMING
NO. OF DISTRICTS (SAMPLED) -- 22
NO. OF SCHOOLS INCLUDED ---- 236

RACE/ ETHNIC GROUP		TOT EMPL	% OF TOTAL	OFF/ ADM/ MAN	PRIN	ASST PRIN	ASST PRIN N.T.	ELEM TEACH	SEC TEACH	OTHER TEACH	GUI- DANCE	PSY- CHOL	LIB/ AUDIO VIS	CONS/ SUPER OF IN	OTHER PROF	TEACH AIDES	TECH	CLER/ SEC	SVC WKS	CRAFT	LAB
TOT	T	7,852	100.0	1.5	2.5	0.1	0.7	26.7	30.9	1.8	1.5	0.6	1.6	0.4	2.1	7.7	0.3	6.4	13.6	1.2	0.6
	M	3,151	100.0	3.3	5.8	0.2	1.4	11.7	49.9	1.1	2.3	1.0	1.0	0.6	1.1	0.3	0.1	0.1	16.3	2.9	0.9
	F	4,701	100.0	0.2	0.3	---	0.3	36.8	18.2	2.3	0.9	0.3	2.0	0.2	2.7	12.6	0.5	10.6	11.8	***	0.3
WH*	T	7,566	100.0	1.5	2.6	0.1	0.8	27.3	31.3	1.8	1.4	0.6	1.6	0.4	2.1	7.2	0.3	6.5	13.1	1.1	0.5
	M	3,022	100.0	3.4	6.0	0.2	1.5	11.9	50.7	1.0	2.2	1.0	1.0	0.6	1.1	0.3	0.1	0.1	15.3	2.7	0.8
	F	4,544	100.0	0.2	0.3	---	0.3	37.5	18.4	2.3	0.9	0.3	2.0	0.2	2.8	11.7	0.5	10.7	11.6	***	0.3
MIN	T	286	100.0	---	---	---	---	12.2	20.3	2.1	2.1	0.7	0.7	0.3	1.7	22.0	---	4.5	27.6	3.1	2.4
	M	129	100.0	---	---	---	---	6.2	29.5	3.9	4.7	1.6	---	0.8	1.6	1.6	---	---	39.5	7.0	3.9
	F	157	100.0	---	---	---	---	17.2	12.7	0.6	---	---	1.3	---	1.9	38.9	---	8.3	17.8	---	1.3
BL*	T	43	100.0	---	---	---	---	16.3	11.6	---	---	2.3	2.3	---	---	14.0	---	9.3	34.9	---	9.3
	M	20	100.0	---	---	---	---	10.0	10.0	---	---	5.0	---	---	---	---	---	---	60.0	---	15.0
	F	23	100.0	---	---	---	---	21.7	13.0	---	---	---	4.3	---	---	26.1	---	17.4	13.0	---	4.3
HSP	T	189	100.0	---	---	---	---	12.7	17.5	---	0.5	0.5	---	0.5	1.1	28.0	---	3.2	29.6	4.8	1.6
	M	81	100.0	---	---	---	---	6.2	29.6	---	1.2	1.2	---	1.2	1.2	1.2	---	---	44.4	11.1	2.5
	F	108	100.0	---	---	---	---	17.6	8.3	---	---	---	---	---	0.9	48.1	---	5.6	18.5	---	0.9
AA#	T	18	100.0	---	---	---	---	16.7	44.4	11.1	---	---	---	---	---	5.6	---	5.6	16.7	---	---
	M	6	100.0	---	---	---	---	---	83.3	16.7	---	---	---	---	---	---	---	---	---	---	---
	F	12	100.0	---	---	---	---	25.0	25.0	8.3	---	---	---	---	---	8.3	---	8.3	25.0	---	---
IND	T	36	100.0	---	---	---	---	2.8	33.3	11.1	13.9	---	2.8	---	8.3	8.3	---	5.6	13.9	---	---
	M	22	100.0	---	---	---	---	4.5	31.8	18.2	22.7	---	---	---	4.5	4.5	---	---	13.6	---	---
	F	14	100.0	---	---	---	---	---	35.7	---	---	---	7.1	---	14.3	14.3	---	14.3	14.3	---	---

* NOT OF HISPANIC ORIGIN, # INCLUDES PACIFIC ISLANDERS
SOURCE: ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5), EEOC, 1975
***LESS THAN 0.05 PERCENT
NOTE: DUE TO ROUNDING, PERCENTAGES MAY NOT ADD TO 100.0

Appendix A: Elementary and Secondary Staff Information (EEO-5) Instructions for Filing and Report Forms

EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
WASHINGTON, D.C.

School Reporting Committee (EEO–5):
Equal Employment Opportunity Commission,
Office for Civil Rights (HEW), and
The National Center for
Education Statistics

EEOC FORMS 168A and B, ELEMENTARY SECONDARY STAFF INFORMATION (EEO–5)

GAO No. B–180541(R0046)

INSTRUCTIONS FOR FILING AND RECORDKEEPING REQUIREMENTS
(Definitions of Terms and Categories are Located in the Appendix)

Federal law requires that the Equal Employment Opportunity Commission (EEOC) and the Office for Civil Rights (OCR) of the Department of Health, Education and Welfare (HEW) prescribe such records and reports as are necessary for the enforcement of the Civil Rights Act of 1964. Accordingly this report is required by the OCR to carry out the purposes of Title VI of the Act and by EEOC to carry out the purposes of Title VII as amended by the Equal Employment Opportunity Act of 1972.

This compliance reporting system is being implemented by the School Reporting Committee (EEO–5) in a joint effort between EEOC, OCR and the National Center for Education Statistics (NCES) for the collection of employment data of public elementary and secondary school systems or districts and schools. The applicable laws, and regulations issued respectively by the EEOC and OCR pursuant to such laws are reprinted in section 4 of the Appendix. The bases for the requirement of these data by NCES are also explained in that section of the Appendix.

1. RECORD-KEEPING AND FILING REQUIREMENTS.

Every public elementary and secondary school system or district, including every individually or separately administered district within a system, and every separately administered school, with 15 or more employees, and every individual school regardless of its size, within such system or district, is required to make or keep all records necessary for completing and filing the report EEO–5, whether or not it is required to file the report in any particular year.

The School Reporting Committee will determine each year which of these systems, districts, and schools will be required to file report EEO–5, and will notify them of that fact when it mails them the forms.

2. WHEN TO FILE.

Employment statistics must cover the payroll period closest to October 1 of the reporting year and the reports must be filed no later than November 30, 1975

3. WHERE TO FILE.

The completed reports should be forwarded to the P.O. Box indicated on the forms. All requests for additional report forms should also be directed to this address.

4. HOW TO FILE.

A report must be filed covering the employment data of all the administrative and other functions of the system and the combined employment data of all the schools within the system regardless of the employment size of individual schools. A report must also be filed for each elementary and secondary school within the system or district.

Forms will be sent directly to the school system or may be transmitted to the system through the State Education Agency. In those jurisdictions where all the data are available at a single location, reports for individual schools and the aggregate report for the system or district may be completed and certified by the central office. Where data are not available at a single location, reports should be obtained by the central office from individual schools. In such cases certification will be made by a school official.

5. REQUESTS FOR INFORMATION AND SPECIAL PROCEDURES

A school, school system or district which believes that preparation or the filing of report EEO–5 would create an undue hardship may apply to the Commission for a special reporting procedure, submitting a written, alternative proposal for compiling and reporting the required information. Only those special procedures *approved in writing* by the Commission are authorized. Such authorization will remain in effect until notification of cancellation is given.

Direct all requests for special reporting procedures and other information to: School Reporting Committee, EEO–5 —Attention: Office of Research, 2401 E St., N.W. Washington, D.C. 20506.

6. INSTRUCTIONS FOR FILING EEO–5

A. TYPE OF REPORT

There are two different forms. EEOC Form 168A is the aggregate report for the entire school system. EEOC Form 168B is the report to be completed for each individual school and instructional annex. On EEOC Form 168B, check whether the report is for a school or an annex.

(1) School System or School District Report

The report for the school system must provide summary data for all personnel employed by the school system either full-time or part-time, regardless of the location of the person's assignment to a school or other unit of the school system. Full-time personnel must be reported in Part II—A of the report; part-time personnel are to be reported in Part II-B. It is important to note that if a person is employed on a full-time basis by the school system, but assigned to one or more schools on a part-time basis in each, that person must be reported as a full-time employee on the school system report but as a part-time person on the school report. Anyone employed part-time and assigned part-time at a school must be reported as part-time on both the school system and school reports where he or she is assigned.

(2) School Report

A report must be filed for each school and each classroom facility if in a separate location from the school operated by the school system. See definition of School in section 1 of the Appendix.

Persons assigned full-time to the school must be reported in Part II-A of the matrix. Persons assigned part-time to the school, regardless of whether they are employed full-time by the school system, must be reported in Part II-B of the matrix.

B. DATA TO BE REPORTED

Part I–IDENTIFICATION INFORMATION

A. Type of Agency Which Operates the Reporting School System or School.

Check the agency which operates the reporting unit (School System or School) and which has the responsibility or ultimate authority for the employment or dismissal of a member or members of the staff.

B. SCHOOL SYSTEM IDENTIFICATION

This section may be omitted if the address information on the preprinted label is correct. If the preprinted address is incorrect, please provide the correct mailing address in this section.

C. GENERAL STATISTICS (EEOC Form 168A Only)

Enter the total number of schools and separate school facilities or ANNEXES operated by the school system. Also enter the total enrollment as of October 1 of the current year or the nearest date thereto when enrollment is stabilized.

School Information (EEOC Form 168B only)

1. Identification
   Enter the school name and address.
2. Grades Offered
   Place an "X" in each of the boxes corresponding to the grades taught in the school or separate school facility or annex. Also enter the total enrollment as of October 1 of the current year or the nearest date thereto when enrollment is considered to be stabilized.
3. Assignment of Principal
   If a pricnipal is assigned to the school for which this report is intended, complete all the items in this section.

PART II–STAFF STATISTICS

This part of the report will reflect the number of employees who are full-time, part-time and new hires by activity assignment classification as shown in the stub of the matrix. The total for each activity assignment classification should be reported in column A. The totals must be further tabulated by sex for each of the designated racial/ethnic categories in columns B through K. The same procedure applies to the system report and the school and annex reports.

A. Full-Time Staff (See section 2 of Appendix for definitions of assignment classifications)

Lines 1–19 should include all full-time employees, except for elected and certain appointed officials (as explained in the definition of "Employee" in section 1 of the Appendix). In the school system report, include in these statistics all full-time employees of the system whether or not they are assigned part-time to one or more schools. On the other hand part-time employees of a school should not be counted as full-time employees in the school's report, even if they are full-time employees of the school system. With the exception of persons required to be reported on line 9, *Psychological*, report employees having multiple-activity assignments, such as teacher-counselor or similar combinations as is frequently the case in guidance, library, audio-visual, etc., as full-time in the assignment in which they spend at least 51 percent of the time. If the employee spends exactly 50 percent of the time in one of two assignments report him or her as full-time in the more critical one. If the time is distributed between more than two assignments, report the employee as full-time in the one in which he or she spends the major portion of the time or in the more critical one if the time is evenly distributed.

B. Part-Time Staff

Lines 20 through 22 should include statistics for all part-time employees. In a report for a school, these will include

persons assigned part-time to that school, even though employed full-time by the school system.

C. NEW HIRES

Lines 23—28 should include the number of full-time new employees who appear on the payroll for the first time between July 1 and October 1 of the current year, for each of the assignment classifications listed. Use the definition of full-time shown in the Appendix for reporting new hires in school systems and individual schools. Do not report as a new hire an employee who has been on sabbatical or any other type of leave which is not considered a break in service, nor should anyone involved in a change in job category or promotion be reported as a new hire.

7. PRESERVATION OF RECORDS MADE OR KEPT

The EEO–5 report requires the combining of some data to complete the forms. Separate agency-employment data by sex and race/ethnic identification in those job categories should be maintained on site in such manner as is required in the EEO–5 report, and should be available upon request to representatives of Federal Agencies. Copies of submitted EEO–5 reports should be retained for a period of 3 years.

8. CERTIFICATION

Enter the telephone number (include area code and extension, if any), name, title, and signature of the school district official who is responsible for the report and can answer questions about it.

9. PUBLICATION OF EEO–5 DATA

The three organizations that sponsor EEO–5 operate under different legislative authorities and have different plans for publication.

The authority of the Equal Employment Opportunity Commission enables it to obtain all the data items in Part II of the form. The items which the Office for Civil Rights is authorized to obtain are shown on the copies of the forms that are marked for its use. The National Center for Education Statistics is authorized only to obtain totals by activity assignment as presented in column "A" of the form.

Within these limitations, all three organizations plan to publish or otherwise make available statistics combining school systems into geographic aggregates, such as States, regions, etc. As restricted by Section 709(e) of the Civil Rights Act of 1964, the EEOC will not publish any data other than such aggregates.

The Office for Civil Rights may, as in some of its previous surveys, publish data by school system and for individual schools. The National Center for Education Statistics will publish only individual school system data for those systems that have not indicated on the forms that they are withholding authority for such publication.

10. SUPPLY OF FORMS

Copies of EEOC Forms 168A and B and the Instruction Booklet may be ordered from the School Reporting Committee.

APPENDIX

1. DEFINITIONS

a. **"EEOC"** refers to the Equal Employment Opportunity Commission established under Title VII of the Civil Rights Act of 1964.

b. **"OCR"** refers to the Office for Civil Rights, Department of Health, Education and Welfare.

c. **"NCES"** refers to the National Center for Education Statistics, Department of Health, Education and Welfare.

d. **"School reporting committee (EEO–5)"** refers to an interagency committee representing EEOC, OCR, and NCES for the purpose of jointly sponsoring report EEO–5 and preventing any duplication of requirements by these agencies for employment statistics from institutions of elementary and secondary education.

e. **"School system or district"** refers to the political jurisdiction, or a dependent agency of a political jurisdiction charged with the responsibility for the operation of elementary and/or secondary schools within given geographic boundaries.

f. **"School"** refers to a division of the school system or district consisting of a group of pupils in one or more grade groups organized as a unit with one or more teachers to give instruction of a defined type and housed in a school plant of one or more buildings. If a school has classroom facilities in more than one geographical location, a separate school report must be filed for each separate campus location or annex.

g. **"State educational agency"** refers to an agency of a State government that has some functional or jurisdictional relationship to the operations of the school systems or districts within the State.

h. **"Employee"** refers to a person employed by a school system or district, or a school, or a State-educational agency. This term shall not include any person elected to public office in a State or political subdivision of a State by the qualified voters thereof, or any person appointed by such officer to be on such officer's personal staff, or an appointee at the policy-making level, or an immediate adviser with respect to the exercise of the constitutional or legal powers of the office. However, this exemption shall not include employees subject to the civil service laws of a State government, government agency, or political subdivision.

i. **"Full-time employees"** refers to persons employed in a full-time basis during the pay period. These are the staff members of the school or the school system or district whose current assignments require their services at the school campus or who work for the school system or district for the whole day everyday (excluding temporary and substitute employees).

j. **"Part-time employees"** refers to persons employed during this pay period who are usually engaged for less than the regular full-time work week. Do not include temporary, or substitute employees.

k. **"New hires"** refers to persons who were hired for the first time or after a break in service for full-time employment by the particular school system and who appear on the

district payroll for the first time between July 1 and October 1.

2. ASSIGNMENT CLASSIFICATIONS (Lines 1 through 28 of Part II of the forms)

a. Line 1–**Officials, Administrators and Managers:** These are occupations requiring administrative personnel who set broad policies (not elected or appointed officials), exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the school system, or district or school operations. Include in this category superintendent of schools, deputy, associate, and assistant superintendent of schools, school business officials, directors and administrators of district-wide programs, and other professional administrative staff. (Do Not include principals, assistant principals or supervisors of instruction). Nonprofessional supervisors of service workers, skilled crafts and laborers should be reported (counted) in their corresponding categories.

b. Line 2–**Principals:** Staff members performing the assigned activities of the administrative head of their respective schools (not school systems or districts) to whom has been delegated responsibility for the coordination and direction of the activities of the school.

c. Lines 3 and 4–**Assistant Principals:**

(1) **Teaching:** Staff members who in addition to assisting the head of a school (normally the principal) in performing the activities of directing and managing schools are also engaged in instructing pupils in courses in classroom situations.

(2) **Non-Teaching:** Assignment of staff members to perform only the professional activities of assisting the head of a school (normally the principal) in performing the activities of directing and managing a school.

d. Lines 5, 6 and 7–**Classroom Teachers:** Staff members assigned the professional activities of instructing pupils in courses in classroom situations for which daily-pupil attendance figures for the school system are kept. Include in this category music, band, physical education, and home economics teachers, etc., as classroom teachers if they teach full-time at a school campus. Report classroom teachers separately for elementary, secondary or other. Use the local school system's definition of elementary and secondary. If a teacher has responsibility at both the elementary and secondary levels, report the teacher at one level only. DO NOT report the teacher as ½ elementary and ½ secondary. "Other Classroom Teachers" applies to full-time classroom teachers who teach ungraded classes, special education, art, music, band, physical education, home economics, etc., who have not been reported in the elementary or secondary classroom teacher categories.

e. Line 8–**Guidance:** Include staff members responsible for advising pupils with regard to their abilities and aptitudes, educational and occupational opportunities, personal and social adjustments, etc.

f. Line 9–**Psychological:** Include only the following individuals: psychologists, psychometrists, psychiatrists and psychological-social workers who are engaged in providing psychological-evaluative services to pupils *for placement purposes* regardless of the amount of time spent in this activity. All other professionals engaged in placement of pupils should be reported in their most pertinent category in Part II-A such as item 1 (Officials/Administrators/Managers), item 8 (Guidance) or item 12 (Other Professional Staff), etc.

g. Line 10–**Librarians and Audio-Visual:** Librarians include staff members responsible for organizing and managing school libraries. Audio-visual personnel include staff members responsible for preparing, caring for, and making available to instructional programs, the equipment, materials, scripts, and other aids which assist teaching and learning through special appeal to the senses of sight and hearing, e.g., director of audio-visual services, scriptwriter, etc.

h. Line 11–**Consultants and Supervisors of Instructions:** Include staff members performing activities of leadership, guidance, and expertness in a field of specialization for the purpose of improving the performance of teachers and other instructional staff members.

i. Line 12–**Other Professional Staff:** Include staff members performing some instructional or related function on a full-time basis that cannot be properly classified for reporting on lines 2 through 11, such as non-classroom teachers who may be teaching the homebound, teaching through correspondence, teaching through radio or television from a studio, providing instruction for exceptional pupils released from regular classes for short periods of time, and instructing pupils in non-course (cocurricular) activities. Include persons engaged in psychotherapy and other mental health services such as psychiatrists or psychologists who are not reported in Part II-A, item 9 (See paragraph f above). Also included are professional noninstructional staff (not officials/administrators, etc.) such as physicians, dentists, speech therapists, school social workers, community workers, attendance officers, attorneys, architects, engineers, registered professional nurses and other professional noninstructional personnel.

j. Line 13–**Teacher Aide:** A staff member performing assigned activities which are not classified as professional educational, but which assist a staff member to perform professional-educational-teaching assignments. Include all personnel working with students under the direct supervision of a classroom teacher or under the direct supervision of a staff member performing professional-educational-teaching assignments on a regularly scheduled basis. In other words, aides who participate on a regularly scheduled basis in the formal educational effort directed toward the student and/or whose impressions of student educational progress or needs may contribute to the formal authorized educational evaluation of students should be classified as Teacher Aides.

Examples:

(1) Librarian aide

(a) A librarian aide who functions to fulfill particular educational needs of specific students on a regularly scheduled basis should be reported as a Teacher Aide.

(b) A librarian aide who functions essentially as a clerical or physical aide to the librarian and whose contact with particular students is

casual or irregular should be counted in the assigned dept——Librarian and Audio Visual line 10.

(2) Playground aide

(a) A playground aide who has been advised by the professional staff of the particular educational needs of specific children and who regularly directs efforts toward meeting these needs should be counted as a Teacher Aide.

(b) A playground aide whose prime function is custodial should be counted as a Service Worker–line 16.

k. Line 14–**Technicians:** Occupations requiring a combination of knowledge and manual skill which can be obtained through about 2 years of post-high school education, such as is offered in many technical institutes and junior colleges, or through equivalent, on-the-job training. Includes: computer programmers and operators, film inspectors, projectionists, graphic artists, draftsmen, engineering aides, non-teaching-related mathematical aides, licensed, practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic physical sciences), and similar occupations which cannot be properly classified in other activity assignments.

l. Line 15–**Clerical/Secretarial:** These are occupations requiring skills and training in all clerical-type work including activities such as preparing, transcribing, systematizing, or preserving written communications, and reports or operating such mechanical equipment as bookkeeping machines, typewriters and tabulating machines. Include: bookkeepers, messengers, office machine operators, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks and kindred workers.

m. Line 16–**Service Workers** (paraprofessionals and persons in cafeteria maintenance, transportation, etc.): Staff members performing a service for which there are no formal qualifications including paraprofessionals and nonsupervisory personnel in cafeteria, or transportation work. Include also custodial or others with the responsibility for cleaning the buildings of school plants or supporting service facilities; maintenance and operating such equipment as heating and ventilating systems; preserving the security of school property; and keeping the school plant safe for occupancy and use. Such activities may include cleaning, sweeping, disinfecting, heating, lighting, moving furniture, keeping school entrances appropriately locked or unlocked, keeping such facilities as fire escapes and panic bars in working order, and watchmen duties.

n. Line 17–**Skilled Crafts:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairmen, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters and kindred workers.

o. Line 18–**Laborers:** Staff members who perform manual labor not classified in another activty assignment classification. Include garage laborers, car washers and greasers, gardeners and groundskeepers or activities such as lifting, digging, mixing, loading and pulling operations.

p. Line 20–**Professional Instructional:** This classification (required under B. Part-Time Staff) should include all the activity assignment classifications listed in numbers 2 to 12 under A. Full-Time Staff in Part-II of the form.

3. RACE/ETHNIC IDENTIFICATION

You may acquire the race/ethnic information necessary for this report either by visual surveys of the work force, or from post-employment records as to the identify of employees.

Eliciting information on the race/ethnic identity of an employee by direct inquiry is not encouraged. An employee may be included in the minority group to which he or she appears to belong, or is regarded in the community as belonging.

Where records are maintained, it is recommended that they be kept separately from the employee's basic-personnel file or other records available to those responsible for personnel decisions.

Since visual surveys are permitted, the fact that race/ethnic identifications are not present on employment records is not an excuse for failure to provide the data called for.

Moreover, the fact that employees may be located at different addresses does not provide an acceptable reason for failure to comply with the reporting requirements. In such cases, it is recommended that visual surveys be conducted for the employer by persons such as supervisors who are responsible for the work of the employees or to whom the employees report for instructions or otherwise.

Please note that conducting a visual survey and keeping post-employment records of the race/ethnic identity of employees is legal in all jurisdictions and under all Federal and State laws. State laws prohibiting inquiries and recordkeeping as to race, etc., relate only to applicants for jobs, not to employees.

Race/Ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than *one* race/ethnic group.

White (Not of Hispanic origin)–All persons having origins in any of the original peoples of Europe, North Africa, the Middle East, or the Indian subcontinent.

Black (Not of Hispanic origin)–All persons having origins in any of the black racial groups.

Hispanic–All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian or Pacific Islander–All persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

American Indian or Alaskan Native–All persons having origins in any of the original peoples of North America.

4. LEGAL BASIS FOR REPORTING REQUIREMENTS; RECORDKEEPING REGULATIONS

Equal Employment Opportunity Commission

a. Section 709(c), Title VII, Civil Rights Act of 1964 (as amended).

Every employer, employment agency, and labor organization subject to this title shall (1) make and keep such records relevant to the determinations of whether unlawful employment practices have been or are being committed, (2) preserve such records for such periods, and (3) make such reports therefrom, as the Commission shall prescribe by regulation or order, after public hearing, as reasonable, necessary, or appropriate for the enforcement of this title or the regulations or orders thereunder.

b. Chapter XIV, Title 29, Code of Federal Regulations

Subpart L–Public Elementary and Secondary School Systems, Districts, and Individual Schools Recordkeeping

§1602.39 Records to be made or kept.

On or before November 30, 1974 and annually thereafter, every public elementary and secondary school system or district, including every individually or separately administered district within a system, with 15 or more employees and every individual school within such system or district, regardless of the size of the school shall make or keep all records and information therefrom which are or would be necessary for the completion of report EEO–5 whether or not it is required to file such a report under §1602.41. The instructions for completion of report EEO–5 are specifically incorporated herein by reference and have the same force and effect as other sections of this part.[1] Such records and the information therefrom shall be retained at all times for a period of 3 years at the central office of the elementary or secondary school system or district, or at the individual school which is the subject of the records and the information therefrom, where more convenient, and shall be made available if requested by an officer, agent, or employee of the Commission under section 710 of Title VII, as amended. It is the responsibility of every such school system or district, to obtain from the Commission or its delegate necessary instructions in order to comply with the requirements of this section.

§1602.40 Preservation of records made or kept.

(a) Any personnel or employment record made or kept by a school system, district, or individual school (including but not necessarily limited to application forms submitted by applicants and other records having to do with hiring, promotion, demotion, transfer, layoff, or termination, rates of pay or other terms of compensation, and selection for training or apprenticeship) shall be preserved by such school system, district, or school, as the case may be, for a period of 2 years from the date of the making of the record or the personnel action involved, whichever occurs later. In the case of involuntary termination of an employee, the personnel records of the individual terminated shall be kept for a period of 2 years from the date of termination. Where a charge of discrimination has been filed, or an action brought against an elementary or secondary school by the Commission or the Attorney General, the respondent elementary or secondary school system, district, or individual school shall preserve similarly at the central office of the system or district or individual school which is the subject of the charge or action, where more convenient, all personnel records relevant to the charge or action until final disposition thereof. The term "personnel record relevant to the charge," for example, would include personnel or employment records relating to the person claiming to be aggrieved and to all other employees holding positions similar to that held or sought by the person claiming to be aggrieved; and application forms or test papers completed by an unsuccessful applicant and by all other candidates for the same position as that for which the person claiming to be aggrieved applied and was rejected. The date of "final disposition of the charge or the action" means the date of expiration of the statutory period within which a person claiming to be aggrieved may bring an action in a U.S. district court or, where an action is brought against a school system, district, or school either by a person claiming to be aggrieved, the Commission, or the Attorney General, the date on which such litigation is terminated.

(b) The requirements of this section shall not apply to application forms and other pre-employment records of applicants for positions known to applicants to be of a temporary or seasonal nature.

Subpart M–Elementary-Secondary Staff Information Report

Sec.

1602.41 Requirement for filing and preserving copy of report.
1602.42 Penalty for making of willfully false statements on report.
1602.43 Commission's remedy for school systems', districts', or individual schools' failure to file report.
1602.44 School systems', districts', or individual schools' exemption from reporting requirement.
1602.45 Additional reporting requirements.

AUTHORITY–Sec. 709(c), 78 Stat. 265, 42 U.S.C. sec. 2000e-8(c); 29 CFR 1602.3.

§1602.41 Requirement for filing and preserving copy of report.

[1]Note.–Instructions were published as an appendix to the proposed regulations on June 12, 1973 (38 F.R. 15463).

(a) On or before Nov. 30, 1974 & annually thereafter, certain public elementary and secondary school systems and districts, including individually or separate administered districts within such systems, and individual schools within such systems or districts shall file with the Commission or its delegate executed copies of Elementary-Secondary Staff Information Report EEO–5 in conformity with the directions set forth in the form and accompanying instructions. The elementary and secondary school systems and districts covered are: (1) every one of those which have 100 or more employees, and (2) every one of those others which have 15 or more employees from whom the Commission requests the filing of reports. Every such elementary or secondary school system or district shall retain at all times, for a period of 3 years, a copy of the most recently filed report EEO–5 at the central office of the school system or district, or the individual school which is the subject of the report, where more convenient, and shall make the same available if requested by an officer, agent, or employee of the Commission under the authority of section 710 of Title VII, as amended. It is the responsibility of the school systems or districts above described in this section to obtain from the Commission or its delegate necessary supplies of the form.

(b) For calendar year 1973, the requirements of paragraph (a) of this section shall be carried out on or before November 30, 1973.

§1602.42 Penalty for making of willfully false statements on report.

The making of willfully false statements on report EEO–5 is a violation of the United States Code, title 18, section 1001, and is punishable by fine or imprisonment as set forth therein.

§1602.43 Commission's remedy for school systems, districts', or individual schools' failure to file report.

Any school system, district, or individual school failing or refusing to file report EEO–5 when required to do so may be compelled to file by order of a U.S. district court, upon application of the Commission or the Attorney General.

§1602.44 School systems', districts', or individual schools' exemption from reporting requirements.

If it is claimed that the preparation or filing of the report would create undue hardship, the school system, district, or individual school may apply to the Commission for an exemption from the requirements set forth in this part by submitting to the Commission or its delegate a specific proposal for an alternative reporting system prior to the date on which the report is due.

§1602.45 Additional reporting requirements.

The Commission reserves the right to require reports, other than that designated as the Elementary-Secondary Information Report EEO–5, about the employment practices of private or public individual school systems, districts, or schools, or groups thereof, whenever, in its judgment, special or supplemental reports are necessary to accomplish the purposes of Title VII. Any system for the requirement of such reports will be established in accordance with the procedures referred to in section 709(c) of Title VII and as otherwise prescribed by law.

Subpart N–Records and Inquiries as to Race, Color, National Origin, or Sex

§1602.46 Applicability of State or local law.

The requirements imposed by the Equal Employment Opportunity Commission in these regulations, subparts L and M of this part, supersede any provisions of State or local law which may conflict with them.

Office for Civil Rights

a. H.E.W. Regulation (45 CFR), Title VI, Civil Rights Act of 1964.

§80.6 Compliance information.

(a) *Cooperation and assistance.* The responsible Department official shall to the fullest extent practicable seek the cooperation of recipients in obtaining compliance with this part and shall provide assistance and guidance to recipients to help them comply voluntarily with this part.

(b) *Compliance reports.* Each recipient shall keep such records and submit to the responsible Department official or his designee timely, complete and accurate compliance reports at such times, and in such form and containing such information, as the responsible Department official or his designee may determine to be necessary to enable him to ascertain whether the recipient has complied or is complying with this part. In the case of any program under which a primary recipient extends Federal financial assistance to any other recipient, such other recipient shall also submit such compliance reports to the primary recipient as may be necessary to enable the primary recipient to carry out its obligations under this part.

b. Sections 901 (b) and (c) and Section 902, Title IX, Education Amendment of 1972, Public Law 92—318, 92nd Congress, S. 659, June 23, 1972. (H.E.W. Regulations in the process of preparation).

THE NATIONAL CENTER FOR EDUCATION STATISTICS

Title V—Amendments Relating to Education Administration, Education Amendments of 1974, Public Law 93–380, 93rd Congress, H.R. 69, August 21, 1974. (20 U.S.C. 1221e–1).

Sec. 406 (b)

"(b) The purpose of the Center shall be to collect and disseminate statistics and other data related to education in the United States and in other nations. The Center shall—

"(1) collect, collate, and, from time to time, report

full and complete statistics on the conditions of education in the United States;

"(2) conduct and publish reports on specialized analyses of the meaning and significance of such statistics;

"(3) assist State and local educational agencies in improving and automating their statistical and data collection activities; and

"(4) review and report on educational activities in foreign countries.

"(f) (1) (A) The Center is authorized to furnish transcripts or copies of tables and other statistical records of the Office of Education, the Assistant Secretary, and the National Institute of Education to, and to make special statistical compilations and surveys for, State or local officials, public and private organizations, or individuals. The Center shall furnish such special statistical compilations and surveys as the Committees on Labor and Public Welfare and on Appropriations of the Senate and the Committees on Education and Labor and on Appropriations of the House of Representatives may request. Such statistical compilations and surveys, other than those carried out pursuant to the preceding sentence, shall be made subject to the payment of the actual or estimated cost of such work. In the case of nonprofit organizations or agencies, the Assistant Secretary may engage in joint statistical projects, the cost of which shall be shared equitably as determined by the Assistant Secretary: Provided. That the purposes of such projects are otherwise authorized by law.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5)

Public school systems

FORM APPROVED BY GAO
B-180541 (R0046) EXPIRES 12-31-76

This is a joint requirement of the EEOC and Office for Civil Rights and the National Center for Education Statistics of the Department of Health, Education, and Welfare.

NOTE: Instructions for filing are given in the enclosed EEO-5 Instructional Booklet. Additional copies of this form may be obtained from the address shown below. Send completed copies of this form (including ones for schools and annexes) to:

PART I. IDENTIFICATION

A. TYPE OF AGENCY WHICH OPERATES THE REPORTING SCHOOL SYSTEM OR SCHOOL

☐ Local Public School System ☐ Special or Regional Agency ☐ State Education Agency
☐ Other (Specify) _____

B. SCHOOL SYSTEM IDENTIFICATION (SKIP IF SAME AS LABEL)

NAME				
STREET AND NO. OR POST OFFICE BOX	CITY/TOWN	COUNTY	STATE	ZIP

C. GENERAL STATISTICS

NUMBER OF SCHOOLS OPERATED	NUMBER OF ANNEXES OPERATED	OCTOBER 1ST ENROLLMENT

AUTHORIZATION

THE NATIONAL CENTER FOR EDUCATION STATISTICS WILL PUBLISH INFORMATION APPEARING IN PART II, TOTAL COLUMN "A" UNLESS THE DISTRICT SPECIFICALLY WITHHOLDS AUTHORITY TO DO SO. IF THE DISTRICT WISHES TO WITHHOLD SUCH AUTHORITY, CHECK HERE.

☐ AUTHORITY WITHHELD

PART II. STAFF STATISTICS AS OF _____ (DATE)

DO NOT INCLUDE ELECTED/APPOINTED OFFICIALS (SEE DEFINITION IN APPENDIX)

DISTRICT NAME: _____

DISTRICT ID #: _____

ACTIVITY ASSIGNMENT CLASSIFICATION	OVERALL TOTALS (SUM OF COL. B THRU K)	STAFF TOTALS									
		MALE					FEMALE				
		WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
	A	B	C	D	E	F	G	H	I	J	K
A. FULL TIME STAFF											
1. Officials, Administrators, Managers											
2. Principals											
3. Assistant Principals, Teaching											
4. Assistant Principals, Nonteaching											
5. Elementary Classroom Teachers											
6. Secondary Classroom Teachers											
7. Other Classroom Teachers											
8. Guidance											
9. Psychological											
10. Librarians/Audio-visual Staff											
11. Consultants & Supervisors of Instruction											
12. Other Professional Staff											
13. Teacher Aides											
14. Technicians											
15. Clerical/Secretarial Staff											
16. Service Workers											
17. Skilled Crafts											
18. Laborers, Unskilled											
19. TOTAL (1-18)											
B. PART-TIME STAFF											
20. Professional Instructional											
21. All Other											
22. TOTAL (20-21)											
C. NEW HIRES (7/1/75 - 10/1/75)											
23. Officials, Administrators, Managers											
24. Principals/Asst. Principals											
25. Classroom Teachers											
26. Other Professional Staff											
27. Nonprofessional Staff											
28. TOTAL (23-27)											

CERTIFICATION: I certify that the information given in this report is correct and true to the best of my knowledge and was prepared in accordance with accompanying instructions. Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.

Date	Phone (Include Area Code)	Typed Name/Title of Person Responsible for Report	Signature

EEOC FORM 168A / MAY 75 PREVIOUS EDITIONS ARE OBSOLETE

EEOC LEGAL COPY

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5)

Public school systems (Schools and Annexes)

FORM APPROVED BY GAO
B-180541 (R0046) EXPIRES 12-31-76

This is a joint requirement of the EEOC and Office for Civil Rights and the National Center for Education Statistics of the Department of Health, Education, and Welfare.

NOTE: Instructions for filing are given in the enclosed booklet. Additional copies of this form may be obtained from your district superintendent. →

SEND COMPLETED COPIES OF THIS FORM TO: YOUR DISTRICT SUPERINTENDENT FOR TRANSMITTAL TO WASHINGTON BY THE FILING DEADLINE

TYPE OF REPORT ☐ INDIVIDUAL SCHOOL ☐ ANNEX

PART I. IDENTIFICATION

A. TYPE OF AGENCY WHICH OPERATES THE REPORTING SCHOOL SYSTEM OR SCHOOL

☐ Local Public School System
☐ Special or Regional Agency
☐ State Education Agency
☐ Other (Specify) _____

B. SCHOOL SYSTEM IDENTIFICATION (SKIP IF SAME AS LABEL)

NAME

STREET AND NO. OR POST OFFICE BOX	CITY/TOWN	COUNTY	STATE	ZIP

C. SCHOOL INFORMATION

1. IDENTIFICATION

NAME

STREET AND NO. OR POST OFFICE BOX	CITY/TOWN	COUNTY	STATE	ZIP

2. GRADES OFFERED (PLACE AN "X" UNDER EACH GRADE OFFERED IN THIS SCHOOL)

Pre-K	K	1	2	3	4	5	6	7	8	9	10	11	12	Ungraded	Special Education	OCTOBER 1ST ENROLLMENT
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	

3. INFORMATION ABOUT PRINCIPAL (CHECK AS APPROPRIATE)

IS A PRINCIPAL ASSIGNED TO THIS SCHOOL? ☐ YES ☐ NO

IF YES ☐ FULL TIME ☐ PART TIME

IF FULL TIME, DOES THE PRINCIPAL HAVE A TEACHING ASSIGNMENT? ☐ YES ☐ NO

SEX ☐ MALE ☐ FEMALE

RACE/ETHNIC IDENTITY (CHECK ONE)
☐ WHITE (NOT OF HISPANIC ORIGIN) ☐ BLACK (NOT OF HISPANIC ORIGIN) ☐ HISPANIC
☐ ASIAN OR PACIFIC ISLANDER ☐ AMERICAN INDIAN OR ALASKAN NATIVE

PART II. STAFF STATISTICS AS OF _____ (DATE)

DO NOT INCLUDE ELECTED/APPOINTED OFFICIALS (SEE DEFINITION IN APPENDIX)

SCHOOL NAME: _____ **SCHOOL ID #:** _____

ACTIVITY ASSIGNMENT CLASSIFICATION	OVERALL TOTALS (SUM OF COL. B THRU K) A	STAFF TOTALS — MALE: WHITE (NOT OF HISPANIC ORIGIN) B	MALE: BLACK (NOT OF HISPANIC ORIGIN) C	MALE: HISPANIC D	MALE: ASIAN OR PACIFIC ISLANDER E	MALE: AMERICAN INDIAN OR ALASKAN NATIVE F	FEMALE: WHITE (NOT OF HISPANIC ORIGIN) G	FEMALE: BLACK (NOT OF HISPANIC ORIGIN) H	FEMALE: HISPANIC I	FEMALE: ASIAN OR PACIFIC ISLANDER J	FEMALE: AMERICAN INDIAN OR ALASKAN NATIVE K
A. FULL TIME STAFF											
1. Officials, Administrators, Managers											
2. Principals											
3. Assistant Principals, Teaching											
4. Assistant Principals, Nonteaching											
5. Elementary Classroom Teachers											
6. Secondary Classroom Teachers											
7. Other Classroom Teachers											
8. Guidance											
9. Psychological											
10. Librarians/Audio-visual Staff											
11. Consultants & Supervisors of Instruction											
12. Other Professional Staff											
13. Teacher Aides											
14. Technicians											
15. Clerical/Secretarial Staff											
16. Service Workers											
17. Skilled Crafts											
18. Laborers, Unskilled											
19. TOTAL (1-18)											
B. PART-TIME STAFF											
20. Professional Instructional											
21. All Other											
22. TOTAL (20-21)											
C. NEW HIRES (7/1/75 - 10/1/75)											
23. Officials, Administrators, Managers											
24. Principals/Asst Principals											
25. Classroom Teachers											
26. Other Professional Staff											
27. Nonprofessional Staff											
28. TOTAL (23-27)											

CERTIFICATION: I certify that the information given in this report is correct and true to the best of my knowledge and was prepared in accordance with accompanying instructions. Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.

Date	Phone (Include Area Code)	Typed Name/Title of Person Responsible for Report	Signature

Appendix B: Race/Ethnic Designations, 1974 and 1975, and Abbreviations

Race/Ethnic Designations

1974

White should include persons of Indo-European descent including Pakistani and East Indian.

Black should include persons of African descent as well as those identified as Jamaican, Trinidadian, and West Indian.

Spanish Surnamed should include all persons of Mexican, Puerto Rican, Cuban, Latin American or Spanish descent. Spanish Surnamed, while not a race identification, is included as a separate ethnic category because of the employment discriminationa encountered by this group. For this reason do not include Spanish Surnamed under either White or Black.

American Indian should include persons who so identify themselves or are known as such by virtue of tribal association.

Asian American should include persons of Japanese, Chinese, Korean, or Filipino descent.

Other should include Aleuts, Eskimos, Malayans, Thais and others not covered by the race/ethnic groups on the form.

1975

White (Not of Hispanic origin) – all persons having origins in any of the original peoples of Europe, North Africa, the Middle East, or the Indian subcontinent.

Black (Not of Hispanic origin) – All persons having origins in any of the black racial groups.

Hispanic – All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

American Indian or Alaskan Native – All persons having origins in any of the original peoples of North America.

Asian or Pacific Islander – All persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Pacific Islands. This area includes for example, China, Japan, Korea, the Philippine Islands, and Samoa.

Major Changes

1. Minorities designated under the "other" category in 1974 are now included in one of the specific minority categories in 1975.

2. The 1975 designations of "White (Not of Hispanic origin)" and "Black (Not of Hispanic origin)" delineate the earlier implied requirement that individuals of Spanish origin not be categorized as black or white regardless of skin color.

ABBREVIATIONS

1. Race/Ethnic Group Categories
   a. WH - White
   b. MIN/MINORITY - includes sum of members of all race/ethnic groups except white
   c. BL - black
   d. HSP or HISP - Hispanics
   e. A/A or ASIAN - Asian or Pacific Islander
   f. IND or AMIND - American Indian or Alaskan Native

2. Occupations
   a. OFF/ADM/MAN or OFFICIALS/ADMIN/MANAGERS - Officials, Administrators, and Managers
   b. PRIN - Principals
   c. ASST PRIN, TEACH or ASST PRINCIPALS, TEACH - Assistant Principals, Teaching
   d. ASST PRIN N.T. OR ASST PRINCIPALS, N.T. - Assistant Principals, Non-Teaching
   e. ELEM TEACH - Elementary classroom teachers
   f. SEC TEACH - Secondary classroom teachers
   g. OTHER TEACH - Other classroom teachers
   h. GUIDANCE - Guidance
   i. PSYCHOL - Psychologists
   j. LIB/AUDIO-VIS - Librarians and Audio-Visual Staff
   k. CONS/SUPER OF IN or CONSULTANTS/SUPER OF INST - Consultants and Supervisors of Instruction
   l. OTHER PROF - OTHER Professional Staff
   m. TEACH AIDES - Teacher Aides
   n. TECH - Technicians
   o. CLER/SEC - Clerical/Secretarial
   p. SVC WKS - Service Workers
   q. CRAFT - Skilled Crafts
   r. LAB - Laborers

* U. S. GOVERNMENT PRINTING OFFICE : 1977 243-548/6521